President's Annual Report

Continuous Progress Toward Institutional Goals

Submitted to the

Itawamba Community College

Board of Trustees

May 14, 2012

Dr. David C. Cole
President

President's Accomplishments Summary

5. **Fiscal Goal**
6. **Growth Goal**
7. **Building Goal**
8. **Administrative Management Goal**
11. **Public Relations Goal**
12. **Cultural and Recreational Goal**

- Dr. David C. Cole
  - The Aspen Institute recognition - Top 120 CC's out of 1,000 in nation
  - Secured level funding from state legislature.
  - Continued funding of faculty guide steps for next year, but no overall pay raises for staff.
  - Coordinated the innovative strategies and new programs offered to improve persistence and retention: PACE, Graduation...It Matters, Advising, and Success and Writing centers.
  - Developing recruiting strategy to concentrate on career-tech sector growth.
  - Health Science Education Center HEALTH (Help Ensure a Link To Health) Capital Campaign has secured $1.5 M in commitments.
  - Facilitated the energy management program though Siemens Company that realized $450K avoidance in energy costs.
  - Hosted the sixteenth annual ICC Bluegrass Benefit Concert at Davis Event Center which raised $50,000 for the Regional Rehabilitation Center.
  - Provided successful leadership for the College in the areas of fiscal management, academic instruction and student life.

- Served on the following boards:
  - MACJC President's Council
  - MACJC Foundation
  - ICDC
  - CDF
  - United Way of North Mississippi

Itawamba Community College

Institutional Goals

1. **Instructional Services** Page 1

The college will provide learning environments that foster change in the individual; are flexible in time, place and mode; are collaborative and creative; are driven by learner need; have measurable, predictable outcomes; and engage learners in an active mode.

2. **Student Support** Page 27

The college will continually improve student programs and services needed to maximize student potential and monitor the progress and performance of the students in relation to their needs and expectations.

3. **Technology** Page 37

The college will use the latest and most appropriate technology to support and enhance all operations, programs and services.

4. **Campus Climate** Page 41

The college will promote a safe and orderly campus climate that values the rights and dignity of individuals, respect for one another, the development of personal self-esteem, and exemplary personal conduct.

5. **Fiscal** Page 43

The college will maintain sound financial management while focusing on programs and services vital to the mission of the college.

6. **Growth** Page 45

The college will strive to achieve an annual enrollment increase.

7. **Building** Page 47

The college will construct and improve facilities based on prioritized needs as funds become available.

8. **Administrative Management** Page 49

The college will provide quality administration and management to the educational and support services of the college.

9. **Professional Faculty** Page 51

The college will provide a professional environment that demands the highest professional teaching standards; encourages continuing scholarship among faculty; recognizes the importance of faculty participation in all aspects of the institution's operations; and supports activities that help faculty remain current in their discipline

10. **H. R. Development** Page 53

The college will provide appropriate training and professional development to maintain employee competence and productivity.

11. **Public Relations** Page 55

The college will continually develop and implement an effective public relations program designed to enhance the position, prestige, and esteem of the college, both within the community it serves and the education community at large.

12. **Cultural and Recreational** Page 61

The college will serve as a center for cultural and recreational programs designed to enrich the region and promote appreciation for the performing/visual arts, sports and recreation.

13. **Service** Page 65

The college will serve as a resource to promote the personal, professional, and social development of people and communities throughout the region.

Itawamba
COMMUNITY COLLEGE

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MAY 2012

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Institutional Goals with Accomplishments in Support of Attainment of Goals

1. Instructional Services Goal

The College will provide learning environments that foster change in the individual; are flexible in time, place and mode; are collaborative and creative; are driven by learner need; have measurable, predictable outcomes; and engage learners in an active mode.

INSTRUCTIONAL SERVICES

- Academics
- Career and Technical
- College and Career Planning
- eLearning
- Events Technology
- Health Science
- Learning Resource Centers
- Supportive and Disabilities
- Student Success Centers
- Writing Centers
- Advising

Dr. Sara Johnson, Vice President - Academics, Career/Technical and Health Science

- Peer reviewer for the Southern Association of Colleges Commission on Colleges
- Southern Association of Colleges and Schools - ICC Liaison
- Joint articulation committee for institutions of higher learning and community colleges
- Institutional Committees
    - Academic Calendar, Chair
    - Administrative Council
    - Commencement, Chair
    - Enrollment
    - Excellence in Teaching
    - Faculty Handbook, Chair
    - Financial Aid
    - Instructional Policies, Chair
    - President's Cabinet
    - Student Advising
- IE Taskforce
- Fulton Rotary Club
- Three new programs in Career Technical/eLearning: Gerontology, Law Enforcement and Paralegal

ACADEMICS

Dr. Jan Reid-Bunch, Dean

- Coordinated and produced an outdoor musical showcase in the Fairpark District of Tupelo.
- Member of the Institutional Effectiveness Task Force:
    - Graduation…It Matters! Campaign – led to highest increase of degrees award by a community college from the previous year – 54%
    - Advising Sub-Committee – Chair – led to implementation of an aggressive redesign of Academic Support Services with the creation of an Advising Center and many online initiatives and training for 200+ faculty and staff advisors
    - ARROW Term development and implementation – 12 week and 8 week courses
    - PACE – Preparing & Advancing for College Excellence – a First Year Experience Program committed to a student making a successful transition to higher education and are acculturated to the ICC Community
    - Tupelo Christian Preparatory School Leadership Academy Presenter

- Jan Reid-Bunch won the Women in Higher Education-Mississippi Network 2012 Leadership Award.
- Member of the following groups:
    - Harrisburg Baptist Church
    - Adult Sanctuary Choir
    - Personnel Committee – 2008-2012
    - Fulton Rotary Club
    - Itawamba Attendance Center PTO
    - Itawamba Attendance Center Advisory Council
    - Itawamba Symphony Society
    - Itawamba Middle School Booster Club
- Advocate and fundraiser for Juvenile Diabetes Research Foundation
- Member of the National Association of Academic Advising

Tilda Bouchillon

- Served on the following committees, boards and foundations:
    - Pilot Club Executive Board, Mississippi District
    - Pilot International Foundation Representative, Mississippi District
    - Scholarship Committee, Pilot Club of Fulton
- Member of the following groups:
    - Trinity Baptist Church and Youth Group Leader
    - Accuplacer Users Advisory Group
    - Mississippi Banner Users Group
    - Association of Educational Office Professionals
    - Pilot Club of Fulton
    - Anchor Club of Fulton (Advisor)
    - Itawamba Agricultural High School Choral Booster Club
- Elected as Pilot Club of Fulton, Pilot International Foundation Sweetheart.
- Helped organize and serve at the following community events:
    - Itawamba County Law Enforcement/Elected Official Dinner
    - Itawamba County Spring Fling Talent Show
    - Stand By Your Grill KCBC Cook-Off
    - Itawamba County Spirit of Service

Leah Richardson

- Member of the following groups:
  - Association of Educational Office Professionals
  - Fulton Campus Faculty Association
  - Fulton United Methodist Church
  - Fulton Development Volunteers
- Teaches Junior High School Youth at Fulton United Methodist Church
- Fulton Campus Faculty Association mentor

BUSINESS ADMINISTRATION:
Joe Williams, Division Chair

- Joe Williams
  - Co-sponsors of Students in Free Enterprise.
  - Administrator of the Edna Todd Scholarship Fund
  - Completed 24 continuing education hours in Law for the Small Business.
  - Participated in the VITA program, partnering with Bancorp South, on Saturday mornings.
- Edana Nail
  - Working on her doctoral dissertation.
  - Attended Ole Miss Banking and Finance Symposium Fall Semester.
  - Attended a symposium at Bancorp South on Economic Crisis and Mississippi's Current Economic Situation.
  - Co-sponsors Students in Free Enterprise.
  - Participated in Susan B. Komen Race for the Cure.
  - Member of Relay for Life
  - Member of the Itawamba County Development Council
  - Member of the Mississippi Economic Council

COMMUNICATIONS:
Dr. Ken Bishop, Division Chair

- Ken Bishop coordinated student entries in the MCCCWA Writing Competition – winners to be announced at annual workshop at Holmes, Grenada, April 19.
- All Communications faculty are participating in the revision of CLOs for each course; Betsy White, Kim Bishop, Suzette Potts, and Jon Armstrong are totally revising content and delivery of ENG 0113 and ENG 0123.
- Ashley Lancaster is the current president of TYCAM.

- Ashley Lancaster's book, **The Angelic Mother and the Predatory Seductress: Poor White Women in Southern Literature of the Great Depression**, will be published in June 2012 by LSU Press.
- Maria Staub is the 2012 William Winter Scholar.
- Morgan Cutturini led in establishing the first ever ICC Film Club.
- Robin Lowe, Jolene Hoots, and Ashley Lancaster led Fulton Campus PTK to five-star status.
- Nathan Ward, Keith Morris, Kim Bishop, and Jon Armstrong are in the process of chartering an ICC chapter of Sigma Kappa Delta, English honorary society in the two-year college.

COMPUTER SCIENCE:
Delores Tull, Division Chair

- Delores Tull
    - Attended MSVCC Pre-Conference Workshops.
    - Attended Curriculum Alignment Meetings in Jackson to ensure transfer courses and their content are meeting the needs of the transfer student.
    - Completed 3 parts of a Starlink Series entitled "ePortfolios: Helping Students ePlan Their Future."
    - Served on the Orientation Sub-Committee to improve summer orientation.
    - Received training for MyProgrammingLab software to be able to incorporate it into Programming I to help improve student retention between freshman and sophomore level programming courses.
- Joahn Summers
    - Attended MSVCC Pre-Conference Workshops.
    - Attended the 2011 Creating Futures through Technology Conference.
    - Attended Mobile Learning 2011 Conference (Training for iPad use in the classroom).
    - Attended Curriculum Alignment Meetings in Jackson to ensure transfer courses and their content are meeting the needs of the transfer student.
    - Created the new model shell for Fundamental Math Online in MyFoundationsLab.
    - Welcomed 2 grandchildren this year.
- Bradley Howard attended the Mobile Learning 2011 Conference (Training for iPad use in the classroom).
- Tammy Foster attended the Mobile Learning 2011 Conference (Training for iPad use in the classroom).

FINE ARTS:
Cass Patrick, Division Chair
Art Division

- The Art Department has two students receiving a Mississippi Painter's Society Scholarship – Christine Dear and Kacey Mann.
- Tom Douglas and Shawn Whittington exhibited work at the MJCCAIA Faculty Exhibition at Meridian Community College.
- Tom Douglas
    - Exhibited at Copiah Lincoln Community College.
    - Serves on the McGraw Hill Higher Education Art Appreciation Advisory Board. His name and Itawamba Community College will appear in the 10th edition of Mart Getlein's *Living With Art.*
    - Organized ICC's Writing Day Celebration visual display.
    - Member of Who's Who in American Art
- Shawn Whittington
    - Exhibited at the Mississippi University for Women.
    - Organized and sponsored Calliope Student Literary Journal.
    - Juror exhibited at the Northeast Art Association Exhibition.

Speech Division

- Cy Williams
    - Directed Send Me No Flowers dinner theatre that ran for four consecutive nights with sell-out performances each night.
    - Chaperoned/sponsored a trip to New York City where the group toured the city and attended two Broadway performances.

Music Division

- Sheree Lence
    - Participated in Tupelo Symphony Orchestra's children's concert at the ICC Davis Event Center in October 2011 where several thousand elementary school children from the counties surrounding ICC attended the concert.
    - Member of the Tupelo Symphony Orchestra
    - Taught private horn students from Pontotoc and Tupelo that placed in regional, state, and national honor bands.
    - Performs in worship services in churches in Tupelo and surrounding areas.

- Member of the 1st Presbyterian Church, Tupelo
- Judged at the Baptist District Keyboard Festival.
- Judged at the Mississippi North District Junior Civitan International Talent Show at THS PAC.
- Participated in Tupelo Symphony Orchestra's children's concert at Civic Auditorium in Tupelo in February 2012 for local elementary school students .
- Certified yoga teacher at The Yoga Center in Tupelo, which provides Free Community Yoga on the first Saturday of every month as a wellness outreach.

- Karen Davis
  - Judged at the Keyboard Festival held at First Baptist Church, Tupelo.
  - Choral Department hosted the District I Choral Contest in February 2012.
  - Choir and CenterStage performed at ICC@Fairpark.
  - Choir and CenterStage performed at Homecoming.
  - CenterStage hosted an alumni CenterStage group during Homecoming.
  - CenterStage performed a fall show in November 2011.
  - Choir and Chamber Singers performed a fall concert in October 2011.
  - Chamber Singers performed with Blue Mountain College Chorale at the Japanese/American Society Concert in Tupelo.
  - Chamber Singers toured in the Pontotoc County Schools and hold a spring concert.
  - Chamber Singers performed a concert at First Baptist Church, Baldwyn in November 2011.
  - Chamber Singers performed at the Christmas Gala at ICC, Board of Trustee Dinner and the Senior Adult Christmas Dinner at Harrisburg Baptist Church, Tupelo.
  - Choir performed at First Baptist Church, Baldwyn, a tour in the Pontotoc County Schools and held a spring concert.
  - Choir performed the Tupelo Symphony Christmas Concert.
  - Choir participated and performed at the State Community College Choir Festival at the Riley Center in Meridian.
  - CenterStage performed at Pontotoc High School and Baldwyn High School.
  - CenterStage performed at Hatley High School and Saltillo High School, host the Mississippi Community College Show Choir Showcase, and perform their spring show, "On the Flip Side."
  - Vocal Instructors attended Vocal Symposium at USM.
  - Choir participated and performed at the MS Community College Choral Festival in Meridian.
  - CenterStage performed at Baldwyn High School, Saltillo High School and at the Most Beautiful Pageant.
  - Choir will perform in the 3x3 Concert with NEMCC and BMC at Calvary Baptist Church in Tupelo, MS and at First Presbyterian Church in Ripley, MS.

- CenterStage performed at the Mississippi Community College Show Choir Showcase at Jones Junior College in Ellisville, MS.
- Chamber Singers performed their Spring Concert on April 21, 2011.
- Choir performed their Spring Concert on April 25, 2011.
- CenterStage performed on the Carnival Cruise Ship, “Elation” Inn April, 2011.
- CenterStage performed Spring Concert on April 28, 2011.

- Christy Colburn
  - Performs regularly with Tupelo Community Theater as an instrumentalist.
  - Performs with the Tupelo Symphony Winds.
  - Performs with big bands and jazz combos across the state.
  - Performed with Ryan Todd and Tim Huckaby with the ICC wind symphony. Dr. Patrick composed a piece that featured saxophone, trumpet and marimba. This was one of the band recruiting tours.
  - Volunteers as worker at the Smithville Red-cross facility.
  - Member First Baptist Church choir and First Baptist Church hand bells group
  - VBS director for FBC Amory
  - Mission Center volunteer
  - Serves as host for the Mississippi Bandmasters Association State Clinic Women Band Directors luncheon in Natchez, MS.
  - Nominated for a Meritorious Achievement Award at ICC.
  - Indoor Color Guard is the Mississippi Indoor Association State Champions and holds the second place position in the state. The team adopted the name IMPACT and is a member of the Mississippi Indoor Association and the Southeastern Color Guard Circuit based in Nashville, TN.
  - Hosted a clinic for 450 students and instructors from across our state.
  - Helped design and create our first interactive concert performance for the winter concert February 2012. (Lights, special effects and live feeds throughout the performance).
  - Revised and made several additions to the color guard, movement and fundamental curriculums for the ICC Summer Band Camp to be implemented the summer of 2012.
  - Wind Band was invited to perform as the featured college band for the Mississippi Bandmasters State Clinic in Natchez, MS December 2012.
  - Applied woodwind sophomore students (4) received a total of $8,500 in music scholarships upon their transfer to a University.
  - Indoor guard placed first in the MIA state championship in Ridgeland MS this past April (2011). The team had an undefeated season.

- Saxophone quartet in conjunction with the percussion ensemble and steel band, performed at high schools during a spring recruiting tour.

- Jeff Meyers
  - Performed the synthesized choir part for Gustav Holst's "The Planets" for the Tupelo Symphony Orchestra.
  - Performed the synthesized bandoneon part for Tupelo Symphony Orchestra performance with Van Cliburn winner, Stanislav Loudenich and family.
  - Performed the synthesized harp part for Tupelo Symphony Orchestra at University of Mississippi Ford Center for Performing Arts Christmas Concert with Guy Hovace, Mary Donelly-Haskel, and Doris Roberts.
  - Performed the synthesized harp part for Amory High School production of "Phantom of the Opera" at the Orpheum in Memphis.
  - Judged for Mississippi Federated Music Clubs, District VI.
  - Judged classical piano and organ selections for advanced students (Category IV) at North Mississippi (District I) Baptist Hymn Festival.
  - Accompanist/performed for the ICC Choir for the Tupelo Symphony Orchestra Christmas Concert and a performer in six Tupelo Symphony Orchestra concerts.
  - Performed the Celeste part in Tchaikovsky's Nutcracker – Tupelo Ballet.
  - Performed for several Tupelo Symphony Orchestra Children's concerts.
  - Provided dinner music for ICC challenge fund-raiser for the new Health Science Building.
  - Provided dinner music for the Tupelo Family Residency Medical Employees Reward Banquet for Dr. T. Ray Perrine.
  - Accompanist in ICC's Christmas Gala, choral concerts on campus and at churches, Chamber Singers Christmas Concert at ICC, ICC Board members, Sunshine Club at Harrisburg Baptist Church and ICC@Fairpark.
  - Attended former student Anna Morgan's solo Debut performance with Starkville Symphony Orchestra. (She won the concerto competition at MSU competing against 30 of their top students.) Anna also directed the summer musical in Tupelo, as well as, judged at the District I Baptist Hymn Festival.
- Brian Gillentine
  - 1st Vice President of Phi Beta Mu for Mississippi.
  - Clinician at the North West Alabama State Band Clinic February 2012.
  - Wind Ensemble was selected to perform at State Band Clinic in Fall 2012.
  - Wind Ensemble performed their first Live Streaming concert in February 2012.
  - Pep Band performed at the State Basketball Tournament in February 2012.

- ICC hosted 1,200 students at a solo and ensemble festival in February 2012.
- Over 600 staff and students participated in ICC's 2011 summer band camp.

- Tim Huckaby
  - Assisted with hosting the Annual ICC Summer Band Camp which had approximately 500 students attending.
  - Conducted a piece with the Wind Ensemble at the Christmas Gala concert.
  - Conducted the ICC Symphonic Band on the spring concert.
  - Performed with the Tupelo Symphony Orchestra five times and also has performed at area churches.
  - Secretary of the Mississippi Percussive Arts Society
  - Steel Band and Percussion Ensemble performed a tour with Woodwind Ensemble to local schools.
  - Steel Band performed in a mass steel band at Jackson State University for Mississippi's Day of Percussion.
  - Percussion studio hosted and performed for the 2nd annual North East Mississippi Band Director's Association Day of Percussion. Tim Huckaby also gave three clinics at this event on how to audition.
  - Drum Line performed with the All-American band at all home football games, one away football game, two marching exhibitions, and the ICC@Fairpark concert..
  - Steel Band and Percussion Ensemble performed a Christmas program with the Woodwind Ensemble at Barnes Crossing Mall.
  - All-American Band performed at several Christmas parades.
  - Members of Drum Line performed with the Tupelo Symphony Orchestra.

HEALTH, PHYSICAL EDUCATION/RECREATION
Dana Hale, Division Chair

- Dana Hale
  - Served as a Sports Medicine Judge for HOSA Competition.
  - Attended the Rod Walters' Athletic Training Seminar at Meridian Community College.
  - Attended the National Athletic Trainers' Association Annual Meeting and Clinical Symposium in New Orleans, LA.
  - Attended NACADA annual conference in Denver, CO.
  - Attended the WHEMN conference at Mississippi State University.
- Debora Stone
  - Spoke to the culinary arts program at ICC Belden Center – Topic: Food Allergies/Food Intolerances.
  - Attended the Intensive Course in Nutrition for Infants, Children, and Adolescents sponsored by the Department of Pediatric and Nutrition Services, University of Alabama at Birmingham.

MATHEMATICS
Delores Tull, Division Chair

- Chris Cox is Who's Who among Educators.
- Heather McCormick is reading for the AP Statistics Exam in June, 2012.
- Richard Watson is ICC's Faculty Association Treasurer.
- Richard Watson is Mississippi Gideon's Regional Vice President.
- Tim Whitten
    - Worked on a committee to standardize the trigonometry final exam.
    - Member of the calendar committee
    - Judged at Scholars Bowl tournament in spring 2012.
    - Held Test Prep sessions for College Algebra classes.
    - Attended Storm Spotter training.
    - Worked concession stands for Itawamba Middle School and Itawamba Agricultural High School band in fall 2011.
    - Worked with solo and ensemble contests held on the ICC campus in the spring 2012 semester.

NATURAL SCIENCE:
Creig Sherrer, Division Chair

- Betsy Chesnutt, Bob Swanson, and Brady Garrett will attend the American Association of Physics Teachers in Philadelphia this summer in conjunction with our follow-up session of new two-year physical science teacher training.
- Bob Swanson won the NISOD Excellence Award in Austin.
- Jason Campbell is Chairman of Deacons at Trinity Baptist Church.
- Jason Campbell coaches 9-10 year old baseball.
- Brady Garrett
    - Participated in outreach to some of our schools by doing demonstrations in elementary and high school classrooms on physical science topics.
    - Trained as a storm spotter for the National Weather Service.
    - President of the Mississippi Association of Physicists
    - Worked as an usher recently at the Blue Grass concert.
    - Served this year as a greeter for the Orchard.
- Sherry Davis
    - Keynote speaker at MUW Inspirational Teacher Banquet in April
    - Grant reviewer for the Association for Excellence in Education

- Member of the Faculty Association
- Lifetime Member of ICC Alumni Association
- Member of the IHL-CJC College Readiness Biology Taskforce
- Member of Executive Leadership Council of Elvis Presley Birthplace
- Board Member Oren Dunn History Museum

SOCIAL SCIENCE
Dean Burchfield, Division Chair

- Clint Boals contributes to the ICC Foundation.
- Janae Hagan is an advisor for Phi Theta Kappa.
- Judith Griffie is an advisor for Phi Theta Kappa.
- Dean Burchfield
  - Advisor to the Political Science Club
  - Participated in 150th Anniversary Reenactment of the Battle of Manassas/Bull Run Va. 2nd Mississippi Infantry Co. G.
  - Participated in 150th Anniversary Reenactment of the Battle of Shiloh/Pittsburg Landing TN. 15th Iowa Infantry Co. G.
  - 2012 HEADWAE Recipient
  - Appointed to Valley of Corinth Scottish Rite Executive Board-three year term.
  - Lifetime member of the ICC Alumni Association
  - Elected Senior Warden of Joseph Warren #71 Lodge of Freemasons in New Albany, MS.
- Julia Millender
  - Organized the Omega Gamma Sigma Chapter of the American Criminal Justice Association.
  - Serves on the Mock Interview Panel for Miss ICC.
  - Coordinated two Elder Abuse Seminars.
  - Volunteered at the 16th Annual Bluegrass Concert to benefit the Regional Rehabilitation Center.
  - Accepted to begin graduate work in the discipline of Sociology.

Phi Theta Kappa-Fulton Chapter

- Five-Star Chapter
- One of five winners in the college project category for the MS/LA region.
- Winner of Issue 4 Honor's Study Topic: Language and Communications
- Sponsored and hosted Health Week in October 17-21: Fit 4 ICC.
- Made a Battle of News presentation at the English Articulation Conference, Lion's Club and Rotary Club.

- Participated in Relay for Life.
- Sponsors Project Graduation canned goods collection for area food pantries.
- Participated in TOMs Style Your Sole event, April 26.
- Members attended Leadership Conference at Ole Miss in September
- Co-sponsor of Voter Registration Drive
- Sponsors the ICC float in area Christmas parades
- Five members attended the Regional Convention at MDCC at Morehead.
- Six members attended the International Convention in Nashville.
- Hosted a Formal Induction for new members.
- Heather McCormick held a member's Honor's Forum class.
- Two members, Christy Sudduth and Mark Hunt, are Second All Mississippi Academic Team winners.
- Christy Sudduth, President Upsilon Sigma Chapter, Phi Theta Kappa is the Order of the Golden Key recipient and the 2012 HEADWAE student recipient.
- Anna Feather, MS/LA Regional Secretary, is Miss ICC and Homecoming Queen.
- Andrew Barnes, Phi Theta Kappa member, is Mr. ICC.

Phi Theta Kappa-Tupelo Chapter

- Participated in Toboggans for Little Noggins, Honors in Action, and Angel Tree volunteer activities.
- Attended the Leadership Conference as well as the Regional and International Conventions.
- Participated in the "Commit to Complete" college project.
- Provided the flowers and a tree for the beds around the sitting areas on campus.
- Recognized as a five-star chapter that is the highest achievement.
- Karen Carroll of Amory, Beta Tau Sigma vice president of service, was the recipient of the Order of the Golden Key award
- Advisor awards were presented to:
    - Judith Griffie of Amory, Paragon award, which is for distinguished service by chapter advisors of less than four years
    - Dr. Delena Hukle of Mantachie, Horizon award, which is presented to senior advisors who have attained new levels of achievement in the organization's programs
    - Dr. Janae Hagan of Saltillo, Distinguished Advisor award, which recognizes distinguished service by advisors who have served at least four years.

FASHION TRIBE

Amy Simmons, Director

- Amy Simmons is a professional development presenter for the Pontotoc County School District.

CAREER TECHNICAL INSTRUCTION

Tony Tice, Dean

- Chaired “Mississippi Workforce Advantage” committee and reported to the CC Presidents at their February meeting.
- Co Chaired “CTE/Workforce” committee set up by the MCCB.
- Gained associate partner status with AMTEC for ICC.
- Taught Toyota Multi Skilled classes at Belden Campus.
- Served as a Toyota Certified Assessor for multi skilled employees, pre-employment screening.
- Attended the Mississippi Community College Leadership Academy.
- Presented at SACS in Orlando, FL.
- Served on MS “Clock Hours to Credit” committee through the MCCB.
- Attended ICC LDI leadership institute.
- Served on “CTE Summer Conference” committee through the MCCB.
- Developed curriculum for AMTEC/ICC.

Automotive Technology

- The Automotive and Collision Repair Programs both had environmentally hazardous air over hydraulic auto lifts removed and new above ground auto lifts installed as part of a process to ensure environmental compliance with the Department of Environmental Quality.
- The Automotive Program doubled enrollment numbers for this year.
- The Industrial Maintenance Program has moved to a standalone program with a strong relationship to our automotive manufacturing industry.

Business and Office Related Technology

- Ms. Charlotte Overby was named the 2011-12 – Mississippi PBL Adviser of the Year. She will be recognized at the state conference in March in Natchez, MS.
- Students attended and competed at the 2012 PBL State Conference March 28-30.

Computer Programming Technology

- Fall 2011 graduates had the highest ranked statewide CPAS results.
- Increased membership of the student club - Computer Programming & Networking Association(CPNA).
- Upgraded IBM i-series system v5r4 to v7r1.
- Dr. Delena Hukle received the Phi Theta Kappa Horizon Award, which is presented to senior advisors who have attained new levels of achievement in the organization's programs.
- Ms. Karen Carroll, a student graduate in the spring 2012 won many awards that included: ICC Hall of Fame ; Phi Theta Kappa All-Mississippi Community College Academic Team (1st Team); Phi Theta Kappa Order of the Golden Key – presented to most outstanding member in Beta Tau Sigma Chapter, Tupelo Campus; Who's Who Among Students in American Universities and Colleges.
- Ms. Doris McCreary received Master of Arts and Teachings from Mississippi State University in December 2010.

Diesel Equipment Technology

- Purchased new training equipment and received a CAT engine from CAT reman in Corinth.
- Mr. Jason Gholston is in the process of gaining NATEF Program Certification and will complete recertification requirements to maintain ASE Master Certification in June.

Electrical Technology

- Relocated their classrooms and laboratories to the newly renovated Belden Center at the end of the Fall Semester 2011.
- Acquired a modern, automated training cell that will enhance industry style training for at least 4 different courses through the IMM and ELT programs. This training cell was purchased primarily with federal funds.

Heating and Air Conditioning Technology

- Relocated their classrooms and laboratories to the newly renovated Belden Center at the end of the Fall Semester 2011.
- Incorporated large scale, industrial type HVAC training systems with federal funds in a joint Workforce/Career and Technical collaboration.
- Mr. Chuck Spencer received "Green Training" at the HVAC EXCELLENCE CONFERENCE in Las Vegas, NV and received training on LEED building codes which involves federal grant funding.

Industrial Maintenance Technology

- Added a Systems Troubleshooting class which finalizes the offerings to fulfill all program requirements.
- Acquired a modern, automated training cell that will enhance industry style training for at least 4 different courses through the IMM and ELT programs.
- Aided the RCU in the development of a statewide test bank to allow experienced students to test for up to 15 credit hours at any of the IMM programs in the state.
- Relocated their classrooms and laboratories to the newly renovated Belden Center at the end of the Fall Semester 2011.
- Developed a plan along with Workforce to offer 30 hours of program coursed as hybrid option within the next 5 years.

Information Systems Technology

- Developed a real world simulated work order system that students use to repair computers. This system was designed so that the students could get the real world experience of working in computer repair. The teacher acts as the customer and submits work orders. The students assign themselves work orders daily and repair the computers. The students are gaining experience in communicating with the customer, documenting their work, troubleshooting, deciphering customer complaints
- Built a firewall that has been put in place between our labs and the campus allowing the students the freedom to work on a real network without harming the campus network. This firewall allows for the students to do better work in network security and server classes. The firewall also allows the teacher to turn off the internet during class for better focus from the students.
- Built a virtual machine cloud. This cloud is used to create virtual machines for computer repair, Linux server, and windows server. The cloud will be used for network security as well.
- Designed the network security class in a way that the teacher can offer a real world server with real world vulnerabilities so that the students can hack the system. This allows the students to better understand what they are fighting against in the real world. We are able to do this without endangering the campus network due to our firewall. The servers we use are virtual, so we can change the type of server on the fly making lessons very quick and easy to implement.
- Placed 18 students into internships in local industries from Booneville to Pontotoc. Some of the students are so good that they will be getting hired after this semester. This is keeping ICC in front of local industries helping with job placement. This also is showing off the quality of student that ICC can deliver. The quality of our students increase because of the experience gained in these internships.

Precision Manufacturing and Machining Technology

- Transitioned from the Tool and Die to Precision Manufacturing and Machining Technology.
- Acquired CNC Lathe from Holmes Community College – Grenada.
- Acquired and implemented Master CAM into the curriculum. Master CAM is the industry leading computer-aided-machining software.
- Teamed with Continuing Education to conduct the 3rd annual summer youth manufacturing camp.

Welding Technology

- Relocated their classrooms and laboratories to the newly renovated Belden Center at the end of the Fall Semester 2011.

eLEARNING

Dr. Ellene McCrimon, Dean

- Partnered with Career Technical for approval of three new programs: Gerontology, Law Enforcement, and Paralegal Studies.
- Implemented online short-term classes.
- Introduced the Remote Proctor as a proctored testing option for out-of-district students.
- Teresa Belk
    - Served on Welcome Committee for ICC Fairpark Event.
    - Nominating Committee member of Delta Kappa Gamma, professional honorary society of women educators
    - Judged Solo and Ensemble Contest for District I Choral Activities.
    - Adjudicator for Keyboard Festival, Northern District
    - Mentored to first-year high school choral director, Amanda Sewell.
    - Adjudicator for ensemble auditions at Tupelo Middle School
    - Pianist for Parkway Baptist Church, Tupelo
- Billy Carson
    - Served as the Tupelo Faculty Association President (2011-12).
    - Represented the college in Jackson, MS as Faculty Association President of the Capital Day (March 2012).
    - Attended the Creating the Future in Accountancy Conference, St. Petersburg, FL (February 2012).
    - Serves as a deacon in his church and serves as speaker for Gideon's International.
    - Volunteers for the Upwards program.

- Jill Coker
  - Built and launched an eLearning Mass Communications course (Spring 2011).
  - Reviewed Stephen Lucas's The Art of Public Speaking for McGraw-Hill (Spring 2011).
  - Served as an expert judge in Lads to Leader's Speech Competition, Nashville, TN (April 2011).
  - Completed the Augusta 70.3 Half Ironman Triathlon Relay, Augusta, GA (September 2011).
  - Earned First Place Family Division Award in the Wolf Pack Triathlon, Memphis, TN (August 2011).
  - Earned First Place Team Award in the King of the Hill Triathlon, Tupelo, MS (May 2011).
  - Earned First Place Age Division Award in Saltillo Women's Club 5K (March 2011).
- Rob Francis
  - Attended Creating Futures through Technology Conference, Biloxi (March 2012).
  - Incorporated the SmartPen as an online math tutoring tool (Spring 2012).
- Melanie Francis
  - Attended Creating Futures through Technology Conference, Biloxi (March 2012).
- Jamie Hall
  - Paralegal Studies Program Director
  - Serves on MS Bar Paralegal Committee and attended annual meeting in Jackson, MS.
  - Attended Sixth Annual Conference on Education Law in Oxford, MS.
  - Reviewed Anderson's Business Law textbook.
  - Attended Ole Miss Banking and Finance Symposium.
- Holly Kirk
  - Attended ATEA's National Conference on Technical Education (March 2012).
  - Served as a short term missionary at Mattaw Children's Village, Kenya.
- Brandi McCraw
  - Selected Support Person of the Year by the Tupelo Faculty Association.
  - Completed Bachelor of Business Administration from the University of Mississippi (May 2012).
- Rachel Mitchell
  - Completed graduate courses for history certification.
- Laura Pannell
  - Served as President of Mississippi Gerontological Society.
  - Director of Gerontology Program
  - Attended Alzheimer's and Related Dementia in Elderly Conference, Olive Branch, MS (August 2011).
  - Attended National Academic Advising Association Meeting, Denver, CO (October 2011).
  - Served on IE Task Force Advising Subcommittee.
  - Presented for ICC Professional Development Days.

- Co-chaired Resources Initiative Itawamba Healthy Aging.
- Serves on the planning committee for the Alzheimer's Community Awareness Event (May 2012).
- Presenter of Advising Initiative at the national meeting for National Institute for Staff and Organizational Development, Austin, TX (May 2012)
- Attended Mississippi College and Career Readiness Summit (February 2012).
- Presented at ICC's Elder Abuse Seminar (April 2012).

- Wanda Sullivan
  - Served as Senior Project Evaluator for Fulton High School and as HOSA Speech Evaluator (February 2012).
  - Co-presenter of Elevating Retention Rates in eLearning for Creating Futures through Technology Conference
- Michelle Sumerel
  - Lamplighter Award winner
  - Director of the Law Enforcement Program
- Tequila Sunrise
  - Completed Adobe Authorized Photoshop CS5 Training Course and Photoshop Training Course.
  - Completed Blackboard Administrator Certification Course and attended Blackboard Boot Camp (2011).
  - Attended Creating Futures Through Technology Conference, Biloxi (March 2012).

HEALTH SCIENCE

Harold Plunkett, Dean

- Cindy J. Orrick, Administrative Assistant
  - Earned Bachelor of Science, University of Alabama, December, 2011.
  - President's List, University of Alabama, Fall 2011 Member of Mississippi Banner Users Group (MBUG)
  - Member of Itawamba Community College Association of Education Office Professionals (ICCAEOP), 1993- Present
  - Historian for ICCAEOP
  - Member, Trinity Baptist Church and
  - Teacher, Trinity Baptist Church Young Women's Class, 2011-Present
  - Teacher, Trinity Baptist Church Girls in Action; 2008-Present

Associate Degree Nursing

- Donna Williams, Associate Dean

- Promoted to ADN program director/Associate Dean of nursing position on December 12, 2011.
- Received State and National Accreditation for our ADN program on 2/24/12.
- ADN program has 18 nursing faculty: 4 doctoral prepared, 4 certified nurse practitioners and 10 masters prepared.
- Served on the Komen Race for the Cure for preventing/treating breast cancer research---the ICC nursing team has had the largest team award in 2010 and 2011.
- Served on the Mississippi Organization of Associate Degree Nurses (MOADN) since 2005.
- NISOD Excellence winner in 2009
- Sigma Theta Tau membership for nurses honor society since 1995
- Presented research findings at the Sigma Theta Tau International Society in July 2010 in Orlando, Florida.
- Conducted book review for Murray & McKinney's Maternal/Newborn Text and for Lippincott's NCLEX-RN by Wolters Kluver.

- Mary Walden, ADN Instructor
  - Certification as Wound, Ostomy, and Continence Care Nurse
- Heather Hancock, ADN Instructor
  - Member of Mississippi Nurses' Association
  - Member of Mississippi Organization of Associate Degree Nurses
  - Served as a Delegate to the Mississippi Nurses' Association House of Delegates for the past 4 years.
  - Maintains active license and national certification as a Family Nurse Practitioner.
  - Serves on Board of Directors for Baldwyn Main Street Players, Inc.
  - Member of First Baptist Church choir in Baldwyn, MS
  - First Baptist Church Relay for Life team-member for past 3 years
- Kristi Dempsey, ADN Instructor
  - Sigma Theta Tau membership for nurses honor society since 2008
  - Franklin County, Alabama Nurse of the year 2008
  - Wrote and received a grant from the Franklin County Alabama Community Development.
  - Commissioned in 2010 to replace AED for Red bay High School.
  - Received Doctorate in Nursing Practice from The University of Alabama in 2011.
  - Franklin County Board of Education in 2011
  - Member of Alabama Board of Nurses
  - Member of Mississippi Board of Nurses
  - Member of Mississippi Organization for Associate Degree Nurses
  - Member of National Organization for Associate Degree Nurses

- Robin Phillips, ADN Instructor
  - Contributing author to NCLEX-RN Exam Review published by Pearson.
  - Member of Mississippi Organization of Associate Degree Nursing since 2004 (Past-president)
  - Coordinator of Med-Surg II (4th and final semester for sophomores approaching graduation) 2012.
  - Presented NCLEX Board preparation/review class for grads/former grads in Fall of 2011.
  - Advanced Cardiac Life Support (ACLS) certified since 2003
  - Recipient of NISOD award for excellence in 2007
- Tamar Lucas, ADN Instructor
  - Received State and National Accreditation for our ADN program on 2/24/12.
  - ADN program has 18 nursing faculty: 4 doctoral prepared, 4 certified nurse practitioners and 10 masters prepared (one currently working on DNP and one currently working on Ph.D).
  - Served on the Komen Race for the Cure for preventing/treating breast cancer research---the ICC nursing team has had the largest team award in 2010 and 2011.
  - Active member of the MS Organization of Assoc. Degree nurses (MOADN) since 2003
  - Active member of ICC foundation
  - Mississippi Organization of Student Nurse Organization (MOSA) advisor since 2003
  - NISOD Excellence winner in 2007
  - Conducting evidence base research in regards to retention and NCLEX-RN percentages.
  - Currently working on Ph. D in Educational Leadership.
  - Conducted book review text for Medical and Surgical Nursing by Brunner and Suddarths, Psychiatric Mental Health Nursing by Townsend 4th ed. And 5th ed.
- Deborah Scott, ADN Instructor
  - Mastery Coach for student remediation of ICC nursing students Fall 2011 and Spring 2012 (remediation for fall 2011 greater than 200 encounters with 120 students)
  - Sigma Theta Tau Membership for nurses' honor society
  - Presented findings of remediation and attrition of nursing students at the Mississippi Organization for Associate Degree Nursing (MOADN) April 2009 Convention in Vicksburg, MS.
- Earnest Ruth Agnew, DNP, RN, ADN Instructor
  - NISOD Excellence award winner in 2009
  - Nominated for Associate Degree Nurse Educator of the Year in 2010 for MOADN.
  - Lamplighter winner/representative for ICC in 2009
  - Appointed by the National League for Nursing to serve as an NLN Ambassador in 2009 and re-appointed for a second term as NLN Ambassador in 2011.

- Worked as part of the team to prepare for NLNAC and IHL accreditation. Our team received State and National Accreditation for our ADN program on 2/24/12 for the upcoming 8 years.
- Received Doctorate of Nursing Practice (DNP) degree in 2009.
- Sigma Theta Tau Nursing Honor Society member since 2002
- Member of MS Nurses Association (MNA)
- Member of MS Organization of Associate Degree Nurses (MO-ADN)
- Member of the MS Healthcare Simulation Alliance—attended alliance meeting in Meridian, MS in December 2009 and in February 2011 in Jackson, MS
- Member of the Society for Simulation in Healthcare—attended 11th International Meeting on Simulation in Healthcare in New Orleans, LA, in January 2011
- Presented a poster presentation at the Nurse Educator Institute in Branson, MO, in March of 2011.
- Presented a poster presentation at the METI 2011 Southeast/Gulf Coast Regional HSPN Simulation Conference in Mobile, AL, in August of 2011.
- Served as book reviewer for Brunner and Suddarth's Textbook of Medical-Surgical Nursing, 12th edition.

- Janis Howell, ADN Instructor
  - Serving as Membership Chairperson for Mississippi Organization for Association Degree Nursing.
  - Serving on the Mississippi Nurse's Association convention planning committee.
  - Attended the National Organization for Associate Degree Nursing convention in Chicago – November, 2011.
  - Attended the Mississippi Nurse's Association convention as a delegate from District 25 – October, 2011.
  - Volunteers as chart auditor for the senior day care at the Lee County Extension in Tupelo.
  - Participated in the Race for the Cure, Lee County – October, 2011.
- Linda Lott, ADN Instructor
  - Conducted book review on Tabloski's Gerontological Nursing.
- Martha Davis, ADN Instructor
  - Currently working on DNP – anticipated graduation date of May, 2012.
- Linda Bond, ADN Instructor
  - Advanced from adjunct clinical instructor to full-time instructor at ICC – July 2011.
- Mary Ann Fleming-Parker, ADN Instructor
  - Recertification Board Certified Family Nurse Practitioner Nov 2011
  - ACLS certification 2011
  - Faculty Clinical Facilitator for DEU NMMC
  - Member of MOADN since 2003
  - Member of MNA since 2005

    - DEU presentation to Methodist Health Systems, San Antonia, TX
- Joy Hand, ADN Instructor
    - Received State and National Accreditation for our ADN program on 2/24/12.
    - Spoke with a group of 50+ senior citizens at Traceway Methodist Center on Healthy Heart Living, Pumping, Plumbing and Electricity: Protect your Heart and to Pontotoc County Professional development group regarding Sudden Cardiac Death and the Use of defibrillators .
- Tracie Ramey, ADN Instructor
    - Received MSN from Delta State University.
    - Attended Basics of Blackboard class in January, 2012.
    - Attends monthly meetings with my mentor to ensure alignment with student and program outcomes.
    - Joined N-OADN in February 2012.
- Toni Armstrong, ADN Instructor
    - Served as faculty mentor to Tracie Ramey, new Associate Degree Nursing faculty member.
    - Served as a faculty preceptor to a 2011 graduate of ICC's Associate Degree Nursing program, Amber Austin Gillespie, who is currently pursuing an AD to MSN degree.
- Amy Hussey, ADN Instructor
    - Completed Master's Degree in Nursing in Spring 2011.
    - Promoted to Advanced Cardiac Life Support Regional Faculty for AHA since 2009.
    - Nominated for Nurse Educator of the year in 2008.
    - Sigma Theta Tau membership for Nurses Honor Society since 2005

Occupational Therapy Assistant Technology
Suzanne Chittom, Director

- 100% national board pass rate on first attempt for 3 consecutive years.
- 100% of OTA graduates have secured immediate employment upon graduation.
- 100% student membership with professional organizations: American Occupational Therapy Association, Mississippi Occupational Therapy Association, and ICC Student Occupational Therapy Association.
- Over $10,000 was raised by the Occupational Therapy Assistant students and donated back to the community to date. These funds are donated to persons with special needs/organizations that help individuals with special needs.
- Suzanne Chittom serves as Mississippi Occupational Therapy Association board member.

Radiologic Technology
Paul Crum, Director

- Finished among the top 3 community college programs in the state at the MSRT Student Prep Bowl competition held last October at the state convention.
- 100% first attempt pass rating on the national registry exam for all students graduating in 2011.
- All students who were enrolled as second year students in the program in August of 2010 graduated in May of 2011.
- All 2011 program graduates who actively sought radiography employment have found some type of opportunity for related employment since graduation.

Surgical Technology
Tonya Davis, Director

- Received the AST (Association of Surgical Technologist) Galaxy Award for 100% student membership. We have received this award since 2007.

Physical Therapist Assistant Technology
Dr. Tom Hester, Director

- Cheryl Ware, PT, DPT; ACCE served as a Team Leader for On-Site Reviewers of a PTA Program on behalf of the Commission on Accreditation in Physical Therapy Education.
- Tom Hester served as one of six mentors for the 2011-2012 inaugural class of the American Physical Therapy Association‘s Educational Leadership Institute.
- Board exam pass rate for May 2011 graduates was 100%.
- Placement rate for May 2011 graduates was 100%.

Respiratory Care Technology
Jim Newell, Director

- Lowest attrition rate in the country (including all AAS, BS and MS degree programs)
- Ranked in the top 10% of all programs based on NBRC pass-rates on the CRT and RRT RRT examinations

EVENTS TECHNOLOGY

Terry McCarthy, Coordinator

- Evening Events
  - Band camp, center stage camp, fire safety programs, Tremont Beauty Contest, Gospel Concert, other local pageants, alcohol workshops, Nursing Programs, National Weather Service, BSU Meetings, Black History, MLK Day, Health Awareness, N.E. Band Directors Day, Cathy Steele Dance, Professional Development , PTK Induction, Indian Idol, State Show Choir Showdown, Honors Day, High School Choir Contest, Piano Recital, 4-H Youth Program, Dorm Meetings, Tupelo Fair Park, Movie Nights for football team, Town Hall meeting, ICC Dance Line, Voice Juries, Child Development Program, Freshman Orientation
- Day Events (Setups)
  - Band-hall, used 5 days a week and Choir room used 3 times a week
  - Center-Stage 3 times a week, all using sound-system and stage lights.
  - Paint the stage-floor at Christmas break and again at spring-break

2. Student Support Goal

The College will continually improve student programs and services needed to maximize student potential and monitor the progress and performance of the students in relation to their needs and expectations.

LEARNING RESOURCE CENTER

Dr. Glenda Segars, Director

- Library staff conducted 189 library instruction sessions for 3,114 students.
- From March 1, 2011 through February 29, 2012, 22,219 students have utilized the Internet services in the Fulton Campus LRC. From March 1, 2011, through February 29, 2012, 28,595 students have utilized the Internet services in the Tupelo Campus LRC.
- LRC staff has continued to revise and upgrade the Learning Resource Center website to improve access to online resources for traditional and on-line students.
- Purchased and processed 707 new books for use by students and faculty
- Weeded 433 out-of-date books and 301 AV items from the collection
- Subscribed to Auto Repair and Home Improvement online databases for use by technical students
- Subscribed to community college collection of 690 e-audio books for use by students. E-audio books can be downloaded in full-text to laptop computers or iPods
- Library Professional staff advised 175+ students for Pre-Nursing Program.
- Continued subscription to "Pro-Quest Nursing Journals" and CINAHL to provide full-text online resources for AD Nursing students and other Allied Health programs
- Subscribed to new version of NetLibrary, which provides an additional 3,000 full-text electronic books for students and faculty
- Purchased 25 new desktop computers for the Tupelo Campus LRC through grant funding from ARC
- Janet Armour
    - Chaired the Poster Sessions Committee and the Two-Year College RoundTable Section of the Mississippi Library Association..
    - Served on the Mississippi Author Awards Committee of the Mississippi Library Association
    - Presented "Virtual Library Possibilities" at the 2011 NISOD Conference on Teaching & Leadership Excellence Conference in Austin, Texas.
- Holly Karr
    - Served on the Mississippi Author Awards Committee of the Mississippi Library Association.

- Dr. Glenda Segars
  - Served as member of the Mississippi Library Commission Board of Commissioners (appointed to the Board by Governor Haley Barbour).
  - Served as a member of the Lee/Itawamba Library Board of Trustees (appointed to the Board by Lee County Supervisors).
  - Represented the Mississippi Library Commission at the Annual Library Legislative Day at the MS Capitol and at the National Library Legislative Day in Washington, DC.
  - Served as an Off-Site reviewer for the Southern Association of Colleges and Schools. She also served as an On-Site reviewer for the Tallahassee Community College's Substantive Change Review.
  - Served on the Mississippi Broadband Connect Coalition, appointed by Governor Haley Barbour.
  - Served on the Northeast Mississippi Broadband Advisory Council.

STUDENT SERVICES DIVISION

Buddy Collins, Vice President

- Approximately 40 faculty and staff volunteers assisted with the 16th annual Bluegrass Concert to benefit the Regional Rehabilitation Center, March 3, an event coordinated by the Student Services Division.
- ICC hosted the fifth annual Connection Day, Saturday, December 10, at the Tupelo Campus.
- Sixty-six students were selected to Who's Who Among American Junior Colleges, coordinated by Student Services.
- Approximately 2,000 high school seniors participated in the Career Expo, October 18.

ADMISSIONS AND RECORDS

Cay Lollar, Director

- Admissions/Records had perfect Mississippi Community College Board admissions audits for Spring 2011 and Summer 2011
- Staff changes in the Office of Admissions/Records included moving Tammie Dill to do degree audits, Brittnie Wildmon from scanning clerk to assist with admissions and records, and hiring Olga Weatherford as the new scanning clerk. These changes have allowed the office to be proactive in researching and finding potential degree candidates. The personnel changes have also allowed the Office of Admissions/Records to pick-up on scanning archived records and process online applications in a timely manner.
- Staffs in the office have conducted workshops for professional development and with student services personnel.

- All freshman and sophomore level transfer work is now being posted on the academic record. This is providing valuable information for advisors and is also helping the ICC Financial Aid staff catch financial aid abusers. With the assistance of the College Source software, equivalencies to ICC courses are more readily available. This again is helping advisor correctly advise students in to appropriate classes and preventing students from repeating courses in which they have already received credit.
- The Office of Admissions/Records is now loading national ACT scores that are sent to ICC. This has taken one task off of TIS and is also helping the Admissions office with responding to student admission questions.
- The admissions section of the catalog were reviewed and revised for the 2012-2013 Catalog.
- **5,688** transcripts from other colleges and high schools were received, scanned, and processed for ICC students from April 1, 2011 through January 30, 2012.
- **12,312** letters were sent to ICC applicants from April 1, 2011 through January 30, 2012.
- **10,790** applications for admission were processed and scanned for students by admit code from April 1, 2011 through January 30, 2012.
- **145** grade changes were processed for students during fall 2011 term.
- **5,167** current student records were set up for students enrolled during the summer 2011 term.
- **6,826** current student records were set up for students enrolled during the spring 2012 semester.
- **8,482** ICC transcripts were mailed (**3,261**), e-scripted (**5,075**), and faxed (**146**) to colleges, employers, and others from April 1, 2011 through January 30, 2012.
- An online transcript ordering process was implemented during the spring 2011 term. Current and former students can order transcripts online using a major credit card at any time of the day or week via the internet. 3,283 transcripts have been ordered via the online request from April 1, 2011 through January 30, 2012.
- **1505** Degrees/Certificates were Awarded to 1489 students:
    - 821 Degrees/Certificates Awarded -- May 2011 (808 Students)
    - 39 Degrees/Certificates Awarded -- June 2011 (39 Students)
    - 198 Degrees/Certificates Awarded -- August 2011 (197 Students)
    - 325 Degrees/Certificates Awarded -- December 2011 (323 Students)
    - 122 Degrees/Certificates Awarded during the Fall 2011 semester for past terms
- **441** took the Residual ACT on the Fulton campus from April 1, 2011 through January 30, 2012.
- **2,884** summer 2011 audit reviews were completed for each student including admission, attendance, and enrollment status.
- **145** (fall 2011) potential out-of-state students were contacted my mail. These students needed more evidence to support certification as an in-state resident.

- **42** (summer 2011) and **81** (fall 2011) students who failed to meet admission requirements were contacted. These contacts were made by phone, mail, and classroom visits. Admission requirements must be met to continue as an ICC student.
- **2,473** transcripts from other colleges were evaluated and articulated from April 1, 2011 through March 5, 2012.
- **15,744** Excessive Absence Forms were processed in 2011
    - **8.032** Forms Spring 2011 – **7,444** Students
    - **1,177** Forms Summer 2011 – **1,054** Students
    - **6,535** Forms Fall 2011 – **5,890** Students
    - **3,747** Readmission Forms were processed in 2011
    - **1,607** Forms Spring 2011 – **1,095** Students
    - **565** Forms Summer 2011 – **409** Students
    - **1,575** Forms Fall 2011 – **1,021** Students
    - **4,951** No Shows were processed in 2011
    - **1,886** Forms Spring 2011 – **891** Students
    - **988** Forms Summer 2011 – **537** Students
    - **2,077** Forms Fall 2011 – **867** Students

STUDENT SUCCESS CENTER

Dr. Bronson Prochaska, Director

- Established weekly Open Math Labs on both Fulton and Tupelo campuses. Students enrolled in Fundamentals of Math thru College Math I may attend the "I CAN LEARN" Open Math Lab on Monday afternoons/evenings for additional instruction and practice while students enrolled in College Math II thru College Algebra may attend the "MY MATH LAB" Open Math Lab on Tuesday afternoons/evenings for additional instruction and practice. A Math Instructor is on hand to assist students at each weekly Open Math Lab.
- Established Test Prep Sessions in College Algebra, Anatomy & Physiology I and Anatomy & Physiology II for students enrolled in these subjects. Two prep sessions are offered on each campus to students enrolled in these courses prior to each section test throughout the semester and two prep sessions are offered on each campus prior to the final exam. During the fall semester, 66 Test Prep Sessions were held on both the Fulton and Tupelo campuses to assist students prepare for upcoming test/exams.
- Offered Success Seminars for students focusing on various topics such as Study Smart for Academic Success, Better Notes = Better Grades, Aim for the 'A'-Test Prep, Building a Resume, etc. Presented 24 Success Seminars during the year.

- Hosted Exam Crams four nights in the Fulton campus Student Success Center with extended hours until midnight so students would have a place to study prior to exams. Served snacks, popcorn and coffee.
- Expanded online tutorials for eLearning and on campus students with the addition of ECHO videos featuring ICC Instructors.
- Offered online Learning Style Inventories to ICC students to assist them determine their learning style and how they best study.
- Responsible for the College's Early Alert Referral System, an early intervention program designed to provide intervention for students referred to the system by faculty/staff for academic/personal reasons. More than 900 alerts have been submitted thus far this semester.
- Dr. Bronson Prochaska
    - Made presentations regarding ICC's Early Alert Referral System at the NACADA Regional Conference (National Academic Advising Association), MBUG (MS Banner Users Group) and at two Mississippi community colleges seeking to emulate the program.
    - Presented at the MS Advisors Meeting and was chosen "Best of MAM (MS Advisors Meeting)."
- Regina Moffett was asked to present at the Building Partnerships-Working Together Conference sponsored by the MS Department of Education.

ADVISING

Mande Miller, Director

- The Advising team
    - Developed and implemented the advising website for students.
    - Developed and implemented an advising tab located on the GO2ICC portal for advisors.
    - Implemented an online advising for advisors and advisees.
    - Conducted New Advisor Training for new faculty and staff.
    - Developed and implemented eAdvisor.
    - Implemented an on-going Professional Development Program.
- The Advising Center offered 22 student seminars covering a variety of topics related to advising, developing an educational plan and preparing students for their future educational goals.
- Mande Miller
    - Won the NISOD Excellence Award in Austin, Texas.
    - Designed an Advising Center logo, mission statement and goals.
    - Member of Women in Higher Education-Mississippi Network
    - Member of National Academic Advising Association

    - Invited to present to the National Institute for Staff and Organizational Development for a two hour session on the planning and development of the Advising Center.
- Diann Nichols
    - Member of Women in Higher Education-Mississippi Network
    - Member of National Academic Advising Association
- Mande Miller and Diann Nichols
    - Invited to present to the National Academic Advising Association Region IV for a Poster Session.
    - Invited to present to the National Academic Advising Association Region IV for a concurrent one hour session on the integration of technology in advising at ICC.
    - Won Best of Region IV at the National Academic Advising Association Region IV conference and subsequently was invited to present at the National NACADA conference to be held this fall in Nashville, TN.

WRITING CENTER

Anna Britt-Begnaud, Director

- Held the following workshops:
    - "What is a Thesis? How Do I Write One?"
    - "Impressive Introductions"
    - "Transitioning to Success"
    - "Cool Conclusions"
    - "Rhetorical Fallacies with "Even Steven"
    - "The Pro-Con Argument with All of Its Parts"
    - "Research Paper Sources and MLA Documentation"
    - "When Anything Goes, It's Not Poetry"
- Made the following presentations:
    - "Learning about Logical Fallacies with 'Even Steven': Technology and Pop Culture in Comp II" at the 2011 TYCAM Conference
    - "Starting the Conversation: Mapping Our Academic Writing Landscape" panelist at the 2011 UM Symposium for Writing Teachers.
    - "Aspiring Mississippi Accents" with four ICC Writing Center Reviewers, Brenda Robertson the UM Writing Center Director, and 2 UM Writing Center Tutors at the SWCA Conference.
    - Sponsored a "National Day on Writing" in October.

HOUSING

Chad Case, Director

- Named new Director of Housing.

STUDENT AFFAIRS

Brad Boggs, Director

- June, July, and December 2011 – Student Affairs held Adult Learner Orientation sessions on the Tupelo Campus. The program provided new non-traditional students an overview of college services and assisted in ensuring a smooth transition to college and college life.
- October 2011 – Student Affairs hosted the Career Expo in the Davis Event Center, Fulton Campus for approximately 2,000 seniors in the five-county area
- December 2011 – Tupelo Campus SGA worked with the local Salvation Army to serve 50 Angels for an Angel Tree they had on campus
- Larry Boggs, Director of Recruitment & Scholarships, re-structured freshman orientation and implemented an online orientation program for students – all 2012 high school graduates will be required to attend a freshman orientation session beginning Summer 2012.
- November 2011 – The Director of Student Affairs worked collaboratively with the Vice President of Student Services and the Chief of Campus Police to hold the 1st Mock Disaster training incident on the Tupelo Campus
- Carla Rose and Allyson Cummings were selected to participate in the Leadership Development Institute
- Fall 2011 and Spring 2012 – The Director of Student Affairs worked collaboratively with the Vice President of Student Services to lead the process in developing ICC's 1st Hazard Mitigation Plan
- A total of 542 prospective students toured the Tupelo Campus for the 2011-2012 school year – 104 Individual Tours and 10 Group Tours
- Student Affairs worked collaboratively with College and Career Planning to sponsor and support the Tombigbee Counselor Association fall and spring meetings on both campuses – approximately 40 area high school and vocational counselors from the area attended the meetings
- Spring 2012 - Student Affairs worked collaboratively with College and Career Planning to host the annual Career Technical Education Scholars Luncheon at the Belden Center. The event honors area secondary career technical students that scored 80% or higher on the MS-CPAS – approximately 130 people attended the event.
- Spring 2012 - The Tupelo Campus Career Center worked collaboratively with College and Career Planning to host a Career Boot Camp for students. The event provided various services ranging from resume proofing service and mock interviews for students, as well the "How to Get a Job and Keep It" presentation from Toni Avant/Ole Miss.

- Fall 2011 and Spring 2012 - The Tupelo Campus Career Center offered 10 career seminars/reaching 188 students, 15 classroom presentations/reaching 219 students, 40 different job listings for students, 111 career inventories administered, 97 resume proofing services performed, and 28 mock interviews given.

FINANCIAL AID

Bob Walker, Director
Quality Assurance

- The college has been approved as a Quality Assurance School by the U. S. Department of Education.

Staff

- Two ICC Financial Aid employees have been employed as Financial Aid directors at other state community colleges.
    - Mr. Terry Bland – Northwest Community College
    - Ms. Leigh Ann Hussey – Gulf Coast Community College, Perkinston Campus

FASFA Applications Processed

Academic Year	Number of Applications
2009-2010	12,673
2010-2011	13,747
2011-2012	12,413 as of March 21, 2012

- We have met with ICC Health Science deans to explore ways to improve the Federal Student Aid Process for their applicants.

County Tuition Grants

- Processed more than 1,200 applications and awarded approximately 300 students from all five counties
- Implemented $400 textbook option for Monroe County recipients
- Provided numerous program participant reports to ICC county tuition grant partners

Aid Disbursed

- Disbursed $52,378,312 to students for the academic year 2009-2010
- Disbursed $50,850,744 to students for the academic year 2010-2011
- Disbursed $39,900,963 to students as of March 21, 2012 for the academic year 2011-2012

Money Disbursed

- Disbursed $49,141,705 to students for the academic year 2009-2010
- Disbursed $43,565,066 to students for the academic year 2010-2011
- (Includes Federal and State Aid, County Tuition Assistance and Loans)

Veterans

- We have assisted approximately 500 soldier students and/or their dependents with G I Bill Education Benefits.

Financial Aid Academic Progress and Financial Aid Eligibility Appeals

- Processed in excess of 1,500 Financial Aid Academic Eligibility Appeals
- Transitioned the financial aid academic progress eligibility check from at the end of each semester to an annual check

Paperless Initiative

- We are no longer printing paper Federal Student Aid applications. This has saved the college hundreds of dollars.
- Beginning with the 11/12 academic year, papers are being scanned and stored by date scanned. The student will no longer have a physical file. Documents can be viewed in Papervison. This has resulted in savings for file purchases, is environmentally-friendly and will also eventually eliminate the need for filing cabinets and storage off site.

Direct Loans and Student Default Rate

- Revised the college student loan default plan
- Student borrowers must complete rigorous debt repayment preparation.
- Partnered with Education Services Foundation in Jackson to assist with contacting delinquent borrowers to help prevent student loan defaults for no fee to the College. This should reduce the student loan default rate going forward

Tupelo

- Set up a self-service table to enable students to pick up forms and applications to reduce wait time in lines
- Added information board outside the financial aid window to display dates and information vital to students. We have one of these on Fulton Campus also
- Staff members spoke to classes concerning financial aid process.

Training

- VAAMS- VA Conference
- Federal Student Aid Conference
- MASFAA Conference
- Fall Training Federal Update
- Approximately 10 in-house Webinar Training sessions for Federal Student Aid changes
- Approximately 30 in-house Training Session provided by various financial aid personnel
- Angie Sherrer earned a Bachelor of Technology degree.
- Mandy Walker was promoted to VA Counselor and Student Loan Coordinator.

Outreach

- Visited almost every area high school and conducted financial aid workshop day and night
- Participated in College Goal Sunday and ICC Financial Aid Application Blasts at Tupelo High School, Itawamba County School District, Aberdeen High School, Amory High School, Smithville High School, Pontotoc County Schools, Okolona High School, Houston High School, Mantachie High School

No Audit Findings

- As of today, we are aware of no audit findings regarding the Federal Student Aid Programs.

3. Technology Goal

The College will use the latest and most appropriate technology to support and enhance all operations, programs and services.

TELECOMMUNICATION AND INFORMATION SERVICES

Wayne Sullivan, Vice President
Allen Coleman, Director

Help Desk

- Posted over 1000 live chat transcripts.
- Logged over 3000 work order requests for service centers in Fulton, Tupelo, & Belden.

Personnel

- Andrea Senter completed certification for Microsoft Office Specialist.

New Work Order System

- Installed and implemented a new work order system, Track-it, that is used for all 3 locations. It accepts requests for the TIS department as well as the Physical Plant. The next system also tracks Preventative Maintenance work performed by the Physical Plant.

Information Systems

BANNER

- Installed various Banner upgrades, including an enhanced online pay stub.

WRITING CENTER APPLICATION

- Allows students to log the reason for their visit and for the supervisor of the lab to update the entries.

ADVISING TAB IN THE PORTAL

- Implemented a new “Advising Portal” that is a place where all Advisors can go for comprehensive advising support.
- Created an electronic Advising Planning Form that allows the Advisor and Advisee to see the document electronically from anywhere.

WORKFORCE DEVELOPMENT SCHEDULING/REPORTING SOFTWARE

- Created a system for Workforce Development that allows them to schedule testing/training, record assessment scores, and report the data to government agencies or directly to employers.

ICC FOUNDATION PLEDGE SOFTWARE

- Created a system that allows pledges to be entered and tracked by the Foundation personnel.

VEHICLE MAINTENANCE SPREADSHEET

- Created an enhance Excel spreadsheet that will allow the Bus Shop employees to track vehicle maintenance easily.

Technology replaced/updated

- Installed new Math lab – Fulton Campus.
- Relocated Marketing lab to BE5 – Fulton Campus .
- Relocated Micro-Computer Lab to CCN room in LRC – Fulton Campus .
- Setup new Writing lab in Tech Ed building – Fulton Campus .
- Updated MyITlab software on all Computer Science labs.
- Upgraded Adobe Creative Suites in Art lab – Fulton Campus.
- Upgraded Finale software in piano lab – Fulton Campus.
- Replaced 3 Macintosh computers in Fine Arts – Fulton Campus.
- Installed PCs in new classrooms – Belden Center .
- Installed 26 PCs and software for GED testing – Belden Center.
- Replaced 36 PCs in the Distance Learning testing lab – Tupelo Campus.
- Relocated office and lab PCs from Tupelo to Belden for EMT, Welding, HVAC, and Electrical Technology.
- Converted all printers to work through the print server – Tupelo Campus.
- Upgraded SIRSI, the library server, to the current version.
- Replaced network Firewall.
- Implemented non-proprietary, fully redundant SAN and Datacenter.
- Implemented the core framework for the Mobile Educator Platform.
- Installed IP security cameras and video server – Belden Center.
- Installed IP security cameras in the Bookstore – Fulton and Tupelo campuses.
- Installed IP security cameras in Student Services – Tupelo Campus.
- Installed a video server live and archived video – Tupelo Campus.
- Installed IP security cameras in Administration and Bus Shop – Fulton Campus.
- Consolidated video servers to a centralized server – Fulton Campus.

Network Related Projects

- Wired BE5 for Marketing lab.
- Wired CCN room in LRC for open computer lab.
- Rewired football office area.
- Terminated, tested, and labeled all new network connections in the renovated area of the Belden Center
- Wired 11 new offices for Belden Center.
- Wired Smart Labs at Amory, Houston, and Pontotoc WIN Job Centers.

- Replaced all network infrastructure equipment at Belden Center .
- Added 18 independent networks to increase performance, manageability, and security at Belden Center.
- Replaced all wireless access points with new Brocade access points at Belden Center.
- Added 4 wireless SSIDs at Belden Center.
- Replaced all network infrastructure equipment on Tupelo Campus .
- Added 18 independent networks to increase performance, manageability, and security on Tupelo Campus.
- Added 4 wireless SSIDs on Tupelo Campus.
- Replaced all network infrastructure equipment on Fulton Campus .
- Added 18 independent networks to increase performance, manageability, and security on Fulton Campus.
- Added 4 wireless SSIDs on Fulton Campus.

Miscellaneous Projects

- Setup audio/visual for Belden Open House.
- Setup laptops and audio/visual for Workforce Summit at Belden.
- Installed a cell repeater system inside the Belden Center to improve cell phone reception inside the building.
- Converted all analog security cameras to integrate with Milestone Surveillance System.

Telecommunications

- Upgraded Belden, Tupelo, and Fulton phone systems to newest version of software.
- Installed PRI at Belden Center to provide incoming/outgoing lines for the phone system there.
- Upgraded VOIP telephony support at Belden Center.
- Provisioned VOIP telephony support for Fulton and Tupelo Campus.

4. Campus Climate Goal

The College will promote a safe and orderly campus climate that values the rights and dignity of individuals, respect for one another, the development of personal self-esteem, and exemplary personal conduct.

STUDENT SERVICES

Buddy Collins, Vice President

- ICC conducted a hazard mitigation open house, November 1, at all three locations.
- The implementation of the tobacco-free policy continues to be successful.
- An OCR site review and visit was conducted March 28-30, 2011.
- Eaton Field was dedicated in September to honor legendary coach Mike Eaton.
- Dedications of the Roy Cresap Baseball Field and (Paul) Johnson/(Linda) Partlow Tennis Courts were March 31, 2012.
- The Student Services Division assisted with providing disaster relief for Smithville in April 2011.
- The division also coordinated the induction of Roy Cresap into the MACJC Sports Hall of Fame in April 2011.

- Campus Police
    - ICC's Campus Police conducted a "mock incident" on the Tupelo Campus on November 21.
    - The Tupelo Police Department donated a patrol car to the Tupelo Campus Police.

5. Fiscal Goal

The College will maintain sound financial management while focusing on programs and services vital to the mission of the College.

BUSINESS SERVICES

Jerry Senter, Vice President

- Contracted and implemented new system of student refunds through the HigherOne Company. The system gives the students the option of having the refunds put on a debit card or direct deposited to a bank account in addition to paper checks
- Finalized the transfer of the payroll system from paper checks and check stubs to a system utilizing direct deposits and electronic pay stubs including the reporting of accumulated leave balances for each employee
- Received the eighth consecutive annual audit with an unqualified opinion and no findings
- Initiated testing of the sale of electronic textbooks through the bookstore to determine the profitability and the acceptance of electronic textbooks by the students
- Initiated a study of utilizing on-line purchase requisitions as a part of our purchasing system in lieu of paper requisitions
- Provided detail information used to conduct a study of increasing county tuition assistance grants to cover the purchase of textbooks in addition to paying for tuition
- Aided the Insurance Committee and the Human Resources department in the study of flex plan spending accounts as a possible addition to our employee fringe benefit package
- Aided in the detail study of college owned buildings to be included in the college wide hazard mitigation plan

INSTITUTIONAL ADVANCEMENT

Jim Ingram, Director

- The total contribution for 2011 of ICC Faculty and Staff to the ICC Foundation is $52,328.96.
- Mississippi Organization for Associate Degree Nursing has begun a scholarship for nursing students with the intention of endowing the scholarship in the future.
- Work is continuing on the Institutional Advancement Website to update forms and to ensure its consistency with the total college website.
- The ICC Foundation is securing Donors for the Athletic golf tournament to be held Monday, June 18, 2012 at the Tupelo Country Club.
- The ICC Foundation Walk of Memories project has sold over 275 bricks for the project.

- The ICC Foundation Board meets twice a year to discuss our financial direction on projects for the college and to discuss other priorities of the college.
- Institutional Advancement sends out Foundation Newsletters twice a year to over 11 thousand ICC alumni and friends.
- Institutional Advancement is spearheading a three-year capital campaign to raise 8 million Dollars for a Health Science Education Center to be located at our Tupelo campus.
- Institutional Advancement and our ICC Counselors award over 60 Scholarships (endowed and non-endowed) to ICC Students in the fall. We will continue to strive to increase our Endowed Scholarships.
- Two New Scholarships were established this year. The Kelly Wade Prestage Memorial Scholarship and the Dana Grissom Cockrell Memorial Scholarship.
- The ICC Foundation Board awarded to 25 members of our faculty/staff a stipend, to enable our faculty to further their education and training that will benefit the instructor, the student, and Itawamba Community College.

FOUNDATION BOARD OF DIRECTORS
2011-2012

Mr. Donald Baker
Mr. Alan Bank
Mr. Bobby Barnes
Mr. Ron Boozer
Mr. Charles “Chuck” Carson
Dr. David C. Cole
Mr. Johnny Crane
Dr. Jason Digby, Vice President
Mr. Hassell Franklin
Ms. Teresa Hooker
Mr. Chuck Howell, President
Mr. Jim Ingram, Secretary
Mr. Ernie Joyner
Mr. Paul “Buzzy” Mize
Mr. Buddy Montgomery
Mr. Rayburn Parks
Mr. Larry Pate
Mr. Aubrey Patterson
Ms. Julie Randle
Mr. Jerry A. Reese
Mr. Jerry Robbins
Mr. John Robinson
Mr. Jerry Senter, Treasurer
Mr. Billy Wheeler

6. Growth Goal

The College will strive to achieve an annual enrollment increase.

STUDENT RECRUITMENT AND SCHOLARSHIPS

Larry Boggs, Director

- **The Best Start Here!** The ICC recruiters have been busy spreading the good word about exciting developments on campus and ICC's record of academic excellence. We visited senior classrooms to talk directly to high school seniors, developed posters to send to high schools, sent mailers to seniors, attended college days and nights and much more. The message is definitely being received as close to 70 percent of all area high school seniors who enroll in college enrolled at ICC for the 2011-12 school year.
- As our campuses continue to grow and create more interest, the recruiters at the Fulton and Tupelo campuses have conducted tours for more than 2,500 potential students so far during the 2011-12 school year. A lot of tours normally come from area high schools, but we are noticing far more from outside ICC's five-county district than ever before as more people around the state hear about all the good things happening at ICC.
- The Department of Student Recruitment planned and conducted a very successful Freshman Orientation session during the summer that helped more than 1,600 entering freshmen take that first step toward enrolling at ICC. Student Orientation Leaders as well as ICC staff gave students vital information about starting their college experience at ICC. More than 98 percent of students surveyed indicated that they had a positive experience at ICC freshman orientation.
- In an effort to expand orientation to ensure a better start for all new ICC students, we have been working hard to improve on-campus orientation and create an online orientation for students who can't make it to orientation on one of our campuses. We are looking to personalize the on-campus orientation experience and better engage students by limiting the numbers that attend each session and breaking them up into small groups led by Orientation Leaders and an ICC staff member. Also, the development of online orientation will make orientation available to all new students. This will enable all new traditional, non-traditional and transfer students to have access to the vital information provided by orientation to get off to a good start at ICC and become a successful student.

- Scholarships awarded for the 2010-11 school year are:

Quantity	Scholarship Type
15	30+ ACT Scholarship
176	24-29 ACT Scholarship
131	22-23 ACT Scholarship
42	Valedictorian/Salutatorian Scholarship
282	Academic Scholarship
29	Special Career Incentive Scholarship
25	Regular Career Incentive Scholarship
80	Private Donor Scholarship
113	Special Achievement Scholarship
781	Leadership Scholarship

7. Building Goal

The College will construct and improve facilities based on prioritized needs as funds become available.

PHYSICAL PLANT

Wayne Sullivan, Vice President
Thomas Bonds, Director

- Achieved an avoided cost savings of $402,830 for electricity, gas and water for the twelve month period ending February 2012.
- Developed an ADA compliance plan to 194 Office of Civil Rights recommendations made by the State Board of Community Colleges.
- Completed 133 of the ADA OCR recommendations made by the State Board of Community Colleges.
- Bid and awarded the Pontotoc Hall HVAC renovation, $1,575,750.
- Bid and demolished the former gym, police office and storage building on Main Street (WigWam).
- Purchased a 20,000 square foot warehouse on Staub Street for 35,000.
- Accepted the former 12,000 square foot Fulton Skateland Building as a donation from Renasant Bank.
- Bid and awarded the Manufacturing Solutions Building west parking lot renovation, $750,000.
- Bid and awarded the reroofing of Math, Business Education, and Speech Buildings, $750,000.
- Accepted the completion of the 80,000 square foot Manufacturing Solutions Building build out, $7,400,000.
- Moved the Industrial Maintenance programs to the Manufacturing Solution Center from the Tupelo Campus.
- Began Construction of the new 80,000 square foot Health Sciences Building on the Tupelo Campus, $12,687,000.

INSTITUTIONAL ADVANCEMENT

Jim Ingram, Director

- Institutional Advancement is spear-heading a three-year capital campaign to raise 8 million Dollars for a Health Science Education Center to be located at our Tupelo campus.

8. Administrative Management Goal

The College will provide quality administration and management to the educational and support services of the College.

FEDERAL REGULATIONS AND HUMAN RESOURCES

Tim Senter, Director

- Implemented Exit Interviews for all non-returning employees.
- Conducted two New Employee group orientations, consisting of 49 employees.
- Conducted individual New Employee orientations.
- Successfully rebid employee and employer sponsored benefits, reducing the cost of employer premiums.
- Expanded the employee benefits within the cafeteria plan, making available a Flexible Spending Account.
- Completed the Education Policy Fellowship Program.
- Hosted a series of professional developments for employees.
- Maintained over 800 applicant applications.
- Maintained an estimated 430 full-time employee files, hard and electronic copy.
- Maintain an estimated 300 part-time employee files, hard and electronic copy.
- Electronically uploaded part-time, full-time and applicant files to PaperVision.
- Revised the Human Resource web-site to make it more user-friendly and informative.

INSTITUTIONAL RESEARCH, EFFECTIVENESS AND ACCOUNTABILITY

Liz Edwards, Director

- The office administered 24,460 online Student Evaluations of Instruction. SEIs are done both fall and spring semester to students in both online and traditional course sections.
- Annual administration of the CAAP (Collegiate Assessment of Academic Proficiency) was completed. It was sent to randomly chosen sophomore students as a way to detect strengths and weaknesses in core academic skills so that ICC resources can be allocated appropriately.
- Biennial administration of the CCSSE (Community College Survey of Student Engagement) was completed. It was sent to randomly chosen student across all campus to assess student learning, retention, and the collegiate experience so that program improvements can be devised and resources appropriately allocated.
- Andrea Hughes tested 97 percent of CPAS eligible students for technical skills attainment.

- Andrea Hughes submitted the District Summary Report in October. Dr. LaNell Kellum, MCCB's Director of Career and Technical Education, noted that ICC's had one of the cleanest reports submitted, requiring fewer corrections than most other reports in the state.
- Liz Edwards served as vice president in two organizations this spring, Mississippi Association of Institutional Research (MAIR) and Council on Institutional Research and Effectiveness (CIRE). She was also the Conference Chair for 2012 Spring Conference that was held in Tunica, MS. MAIR is the state-level organization affiliated with the national organization of AIR. CIRE is a group formed by the President's Council at State Board to guide institutional research and effectiveness issues for all 15 community colleges.
- Liz Edwards presented at the 2011 Fall MBUG conference on the topic of "IE/IR Update."
- Liz Edwards serves on the SLDS (State Longitudinal Data System Committee) of MCCB.
- Amy Cappleman and Liz Edwards co-presented "Motivation at Work" as part of the October 2011 ICC Professional Development Day.
- Amy Cappleman was selected to participate in the Mississippi Community College Leadership Academy beginning in June 2012. This program is designed to address the projected need for upper level leaders in the Mississippi community college system. MCCLA is a yearlong program that provides practical knowledge and experiences, as well as theoretical instruction, to help participants grow as leaders.
- Amy Cappleman completed the "Overview of Survey Design" and "Introduction to Learning Outcomes" courses offered by the Association for Institutional Research (AIR) Data & Decisions Academy. As the international professional organization for institutional research, AIR's mission is to support quality data and decisions for higher education.
- Andrea Hughes attended the Career and Technical Postsecondary Conference at the Clyde Muse Center on the Hinds Community College Rankin campus in August.
- Andrea Hughes attended the CPAS Test Coordinators Training and Data Retreat (hosted by the MS Assessment Center) in February at the Hunter Henry Center on the campus of MS State University.

9. Professional Faculty Goal

The College will provide a professional environment that demands the highest professional teaching standards; encourages continuing scholarship among faculty; recognizes the importance of faculty participation in all aspects of the institution's operations; and supports activities that help faculty remain current in their discipline.

The Professional Development Committee is dedicated to providing targeted professional development sessions based on needs as evidenced by institutional data. Members of the Professional Development committee include:

Dr. Ken Bishop	Thomas Bonds	Tammy Bray
Dr. Jan Reid-Bunch, Chair	Jennie Cates	Allen Coleman
Emily Tucker	Julia Houston	Dr. Bruce Ingram
Heather McCormick	Lisa McNeese	Mande Miller
Harold Plunkett	Carla Rose	Dr. Glenda Segars
Diann Nichols	Sandi South	Scott Blackley
Tony Tice	Donna Thomas	Elizabeth Edwards
Rolan Barnes	Tanya Cox	Ulaunda Ivy

Professional Development topics and speakers for 2011-12 included:

Advising 101	Intrusive Advising	Graduation Requirements
Advising and Financial Aid	DVD/CD Burning	ICC Review – Services, Policies, and People
Higher Standards	Customer Service – From Good to Great	New Work Order System
Opportunities in the Non-Credit World	Workforce: Who are they? What do they REALLY do?	Document Detour: Driving your point home
Advising Assessment and Rewards	Advising Recap	On Track to Graduate?
Stay Motivated in the Workplace!	Microsoft PowerPoint	Communicating with Customers

Professional Development topics and speakers for 2011-12 included:

Manners at Work	Microsoft Excel	Get Ahead in Your Job
Ethics at Work	Keep the Blood Flowing and the Brain Going	Microsoft Publisher
Responsibilities: Owning Your Actions	Respect: Get It Where You Give It	Happy Advising
Proven Strategies for Managing Disruptive Student Behavior	The Advisor Bucket List	Team Building
FERPA Guidelines	Advanced PowerPoint	Customer Service and Phone Etiquette
Working with Different Personalities	Nutrition Smart Choices	Floor Care
Facility Care	Restroom Care	Electrical Safety
Ethics at Work	Manners at Work	Shop Safety
Automotive Engines	Electrical Safety	Communication Up

LEARNING RESOURCE CENTER

Dr. Glenda Segars, Director

- Sponsored the following Starlink video teleconferences for professional development for faculty:
  - ePortfolios: Helping Students ePlan Their Future
  - Moving Students From Good to Great: E-Learning Strategies
  - Strategies for Classroom Engagement
  - Career Clusters: A Foundation for Workforce Curricula
  - eLearning Innovations: Curriculum Development for Online Courses

10. Human Resources Development Goal

The College will provide appropriate training and professional development to maintain employee competence and productivity.

Liz Edwards, Director

The Leadership Development Institute class of 2012-2013 was selected this spring and will begin a series of professional development opportunities over the coming year including: Stephen Covey's *Speed of Trust*; leadership, communication styles; conflict management; motivations; time management; problem solving; higher education case studies; presentations by Vice Presidents, and working on a college project for enhancement of each participants' respective area.

Jennie Cates, Administrative Assistant to VP Student Services	Ricky Brasel, Chief of Campus	Marty Cooper, Director of the PACE Program
Joni Parker, Mathematics Instructor	Nima Bailey, Financial Aid Counselor	Shannon Lucas, Admissions Specialist
Carla Rose, Counselor and Director of the Career Center	Donna Williams, Director of the Associate Degree Nursing and Associate Dean of Nursing	Kim Wiygul-Williams, Director of Graphic Design and Photography
Patricia Robbins, Practical Nursing Instructor	Nathan Ward, English Instructor	Brandi McCraw, Administrative Assistant to Dean of eLearning
Ashley Lancaster, English Instructor		

11. Public Relations Goal

The College will continually develop and implement an effective public relations program designed to enhance the position, prestige, and esteem of the College, both within the community it serves and the education community at large.

PUBLIC RELATIONS/PUBLICATIONS

Will Kollmeyer, Director

- The Chieftain won seven awards from the Mississippi Press Association including two first-place awards.
  - Will Knight – third, Best Sports News Story
  - Will Knight – second, Best Sports News Story
  - Will Knight – second, Best Sports Column
  - Chieftain, second, Best Miscellaneous Advertising
  - Jamaal Lee, Anna Potter, Alexandra Torres – second, Best Editorials
  - Chieftain – third, Best Front Page
  - Chieftain – honorable mention, General Excellence
  - Justin Hale – first, Best Sports News Story
  - Justin Hale – first, Best Sports Column
  - Kayla Carpenter – first, Best General Interest Column
- Produced seven *Chieftains* (student newspapers) and the *Mirror* (yearbook) to record student accomplishments and activities as well as the history of the College. In addition, the Public Relations Department issued *StudentNotes* electronically weekly throughout the college year to keep students, faculty and staff informed of activities on both the Fulton and Tupelo campuses.
- Issued *NewsNotes* electronically weekly to keep faculty and staff informed of meetings, sports events and other college activities.
- Sent periodic e-mails to a group of adult learners who requested to be included in the mailings. In addition, work is continuing to organize a group to benefit from peer support as well as to solicit the assistance of members in developing additional resources for adult learners.
- The Marketing team developed a comprehensive marketing plan for the College as well as individual plans for the “Graduation….It Matters” initiative, personal counseling, Connection Day, PACE, online GED testing, ARROW terms and new majors including Criminal Justice, Gerontology and Paralegal.

- The Marketing team administered surveys to students in English composition I classes during the fall semester to determine the effectiveness of its marketing plan and in English composition II classes at the beginning of the spring semester to determine the effectiveness of the website, www.iccms.edu.
- The Marketing team also placed advertising in both radio and print media throughout the year.
- The Public Relations Department assisted with the development of material for booklets and the website for orientation 2012.
- The Public Relations Department assisted with the capital campaign, which was launched for the construction of the Health Science Education Center.
- The Public Relations Department assisted with the dedications of Eaton Field, Roy Cresap Baseball Field and the Johnson/Partlow Tennis Courts.
- Approximately 450 press releases have been sent to area media promoting Itawamba Community College.
- The Public Relations and Marketing departments hosted a media appreciation luncheon for newspaper, radio and television representatives.
- The Public Relations Department assisted with the Pink Zone Night to promote breast cancer awareness.
- The Public Relations Department assisted with the organization and hosting of the graduation breakfast for the sponsoring Alumni Association.
- The Public Relations Department assisted with the Alumni Board meetings in April and August. Donna Thomas serves as secretary of the association.
- The Public Relations Department assisted with all special events at ICC Including commencement, homecoming and the retirement reception.
- The Public Relations Department produced two Alumni magazines, the Sports Program, President's Report, Student Guide, I Club brochure, Emergency Procedures manuals and recruiting materials; and assisted with the production of two Foundation newsletters.
- The Public Relations Department assisted with the:
    - publicity for the C2C and Jobs4U programs.
    - development of a video for APMM, a Toyota tier supplier.
    - Mock Incident at the Tupelo Campus, November 21.
    - groundbreaking ceremony for the Health Science Education Center, the open house at the Belden Center and the ceremony at the Tammy Wynette Birthplace.
    - Career Expo.
    - Experience ICC @ Fairpark.
- Donna Thomas
    - Serves as treasurer of the College Public Relations Association of Mississippi and the MACJC Inter-Alumni Association.

    - Assisted with the Hazard Mitigation open house on November 1, 2011.
    - Assisted with the development of selective admission packets to comply with action suggested as a result of the OCR Compliance site review.
    - Served on a committee to develop marketing strategy for the Higher One® Card.
    - Developed an Adult Learner guide that was designed to ease the transition to college for that growing population.
    - Presented professional development sessions in August.
- Kim Wiygul-Williams
    - Presented professional development sessions in August.
    - Organized a Photography Club.
- Connie Yielding
    - Assisted with the Miss Itawamba Community College and the Most Beautiful pageants.
- Maggie Caldwell
    - As a founder of Mama's Got a Brand New Bag charity purse auction, Maggie received a Spirit of Women award for her support of SAFE, Inc. and the Fairy Godmother Project.

SPORTS INFORMATION/MARKETING

Will Kollmeyer, Director

- Nearly 500 athletic releases were sent to area media and to media outlets outside the ICC district, upon request, including out-of-state student-athletes.
- Twenty public appearances (speeches promoting ICC and/or ICC athletics)
- More than 60 radio appearances promoting ICC and/or ICC athletics and approximately 20 appearances (TV) promoting ICC and/or ICC athletics.
- Hosted a weekday morning ICC athletic update on WAFM-FM (95.7) – 52 weeks – five days per week except holidays.
- Co-hosted a one-hour show on the first Thursday morning of each month on SuperTalk Radio 102.9.
- Announced a school-record 70 radio broadcasts of ICC athletics. For the fourth year in a row, all of the College's football, basketball, baseball and softball games were on the same radio station, WAFM, Amory (95.7). The games were also on the College website and at www.fm95radio.com.
- Will Kollmeyer announced his 500th game as the "Voice of the Indians" during one of the baseball doubleheaders this spring.
- Televised approximately 30 sporting events which were available to more than five percent of the state's population on MetroCast cable outlets.

- Televised a football show wrapping up ICC's recruiting season on area MetroCast cable outlets.
- Continued to successfully work an outlet that sends WTVA, WCBI, WLOV and W07bn video of signings, highlights of games and other ICC athletic events.
- ICC was featured in a number of statewide magazines including *Mississippi Gridiron Magazine*. ICC provided stories, photos and other information, upon request, on student-athletes.
- Completed the second full year of social networking via Twitter, Facebook and YouTube. The ICC Twitter account leads the state among community colleges with nearly 1,200 followers, approximately 400 more than its nearest competitor. ICC's Facebook page also leads the state with nearly 1,200 fans with an average of 1,600 hits per day. The ICC Athletics YouTube account, as well, is number one in the state and is closing in on 55,000 views in its nearly two years of existence.
- ICC distributed its new athletic website at the beginning of April.
- The Sports Information area provided additional exposure for former student-athletes in the newspaper, radio and television, by explaining how ICC played a valuable part in their continued success after their days at the College.
- Will Kollmeyer
    - Serves on the CREATE, Inc. Public Relations committee in conjunction with CDF and the Tupelo Alpha House for Boys board of directors.

ALUMNI AFFAIRS

Mark Todd, Director

- As of this date the Alumni Association has a total of 570 paid members who have joined the Itawamba Community College Alumni Association. Our goal is to "Reach 1,000" by years' end.
- Produced two Alumni Magazines to help keep former Alumni updated and reconnected on ICC events.
- Hosted the Annual Tailgate party at a home football game where over 500 were fed and enjoyed the festivities such as Face Painting, Blood Pressure checks, a Pep Rally along with The Band, and as always some great food.
- Developed the "Gallery of Distinction" to honor all past and future Alumnus of the Year and Athletic Hall of Fame members. This gallery will recognize past and future selections in our Student Services Building. This room was dedicated in honor of Thomas E. Childs, Jr, Coach, Instructor, and Philanthropist.
- Hosted an Alumni night on February 9th at the Mississippi Delta Basketball game to bring back former alumni. "Great turnout."

- Continued development of an Itawamba Alumni Association Facebook page for help with finding past alumni who have not stayed in touch with ICC.
- Located approximately 285 former baseball players who played for the former Coach Roy Cresap for his naming of the field dedication on March 31 and approximately 380 former tennis players who played for Coach Paul Johnson and the late Coach Linda Partlow for the naming of the tennis courts dedication on March 31.

ALUMNI ASSOCIATION OFFICERS AND DIRECTORS

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12. Cultural and Recreational Goal

The College will serve as a center for cultural and recreational programs designed to enrich the region and promote appreciation for the performing/visual arts, sports and recreation

ACADEMICS

Dr. Sara Johnson, Vice President
Dr. Jan Reid-Bunch, Academic Dean
FINE ARTS:
Cass Patrick, Division Chair
Art Division

- Tom Douglas
  - Exhibited at Copiah Lincoln Community College.
- Shawn Whittington
  - Exhibited at the Mississippi University for Women.
  - Juror exhibited at the Northeast Art Association Exhibition.

Speech Division

- Directed Send Me No Flowers Dinner Theatre that ran for four consecutive nights with sell-out performances each night.

Music Division
Performances:

- Choir and CenterStage performed at ICC@Fairpark.
- Choir and Chamber Singers performed a fall concert in October 2011.
- Chamber Singers performed with Blue Mountain College Chorale at the Japanese/American Society Concert in Tupelo.
- Chamber Singers toured in the Pontotoc County Schools and hold a spring concert.
- Chamber Singers performed a concert at First Baptist Church, Baldwyn in November 2011.
- Choir performed the Tupelo Symphony Christmas Concert.
- Choir participated and performed at the State Community College Choir Festival at the Riley Center in Meridian.
- CenterStage performed at Pontotoc High School and Baldwyn High School.
- CenterStage performed at Hatley High School and Saltillo High School, host the Mississippi Community College Show Choir Showcase, and perform their spring show, “On the Flip Side”.
- CenterStage performed at Baldwyn High School, Saltillo High School and at the Most Beautiful Pageant.

- Choir will perform in the 3x3 Concert with NEMCC and BMC at Calvary Baptist Church in Tupelo, MS and at First Presbyterian Church in Ripley, MS.
- Chamber Singers performed their Spring Concert on April 21, 2011.
- Choir performed their Spring Concert on April 25, 2011.
- CenterStage performed on the Carnival Cruise Ship, "Elation" Inn April, 2011.
- CenterStage performed Spring Concert on April 28, 2011.
- Drum Line performed with the All-American band at all home football games, one away football game, two marching exhibitions, and the ICC@Fairpark concert.
- Steel Band and Percussion Ensemble performed a Christmas program with the Woodwind Ensemble at Barnes Crossing Mall.
- All-American Band performed at several Christmas parades.
- Members of Drum Line performed with the Tupelo Symphony Orchestra.

Learning Resource Center

- Sponsored library displays, Welty, William Grant Still, and Welty: Other Places, sponsored by the Mississippi Department of Archives, during September, November, 2010, and February and March 2011.

ECONOMIC AND COMMUNITY SERVICES

James Williams, Vice President
Scott Blackley, Director
Continuing Education

- Continuing Education's Center for Creative Retirement has sponsored a successful series of educational overnight and day trips. Our groups have taken literary tours of Oxford, Yazoo City and Jackson. They have visited the Strawberry Plains Audubon Center in Holly Springs for the Ruby-Throated Hummingbird Migration and the Ford Center for the Performing Arts for a performance of the Vienna Boys Choir. A total of 358 retired and semi-retired members of our community have traveled with us.
- A Noonday Lecture series co-sponsored by the MSU Extension Service has been added to the Center's educational program. Attendance for the fall 2011 and spring 2012 semesters for the Center's Lecture Series, Reading and Political Roundtables has been 401.
- The Center for Creative Retirement also co-sponsored a Vietnam Era Lecture Series that highlighted the efforts of the Vietnam Replica Wall Committee to build a replica of the Vietnam Wall in Veteran's Memorial Park in Tupelo. Our guest speakers included best-selling author Curtis Wilkie and noted Vietnam author and historian

Dr. Andrew Wiest. Veterans were honored during the program. Combined attendance for the program was 111.

STUDENT SERVICES

Buddy Collins, Vice President
Carrie Ball-Williamson, Athletic Director
Student Activities

- ICC continues to provide students with a variety of activities throughout the school year. During the 2011-12 school year, more than 75 activities have been provided for students.

Athletics

- Baseball
  - Qualified for postseason play
- Men's Basketball
  - Marty and Jennifer Cooper resigned from coaching.
  - Grant Pate replaced Coach Marty Cooper.
- Women's Basketball
  - North Division Championship and State Championship
  - Region XXIII finalist
  - Nanci Gray named MACJC Coach of the Year.
  - Successful Pink Zone Night to benefit breast cancer awareness.
- Football
  - Itawamba Community College will be featured in the book and movie, "Mississippi JUCOS…The Toughest Football League in America," which was filmed Homecoming weekend.
- Soccer
  - Men's team qualified for postseason play and eliminated in state semifinals.
- Softball
  - Qualified for postseason play
  - Andy Kirk named new coach for 2011-12.
- Men's and Women's Tennis
  - Both captured 2011 State Championships

13. Service Goal

The College will serve as a resource to promote the personal, professional, and social development of people and communities throughout the region.

ECONOMIC AND COMMUNITY SERVICES

James Williams, Vice President
Jan West, Director
Adult Basic Education

- Computer-Based GED Testing
  - Itawamba Community College's GED Testing Center was one of four community college programs chosen to participate in the Pearson Vue/ GED Testing Services launch of computer-based GED testing in Mississippi. Testers can now register, schedule, and test via computer. Computer-based GED testing offers adult learners who are juggling jobs, families, study time and transportation issues an easier, faster testing experience. Other benefits include flexible testing appointments, less seat time, and instant test scores.
  - GED Testing Center will offer both computer-based and paper/pencil testing through December 31, 2013. Beginning in 2014, all GED testing will become computer-based.
- Common Core State Standards
  - Jan West and Julia Houston attended staff development for Common Core State Standards upon which the new 2014 GED test will be based. The standard is a state-led venture coordinated by the National Governors Association Center for Best Practices and the Council of Chief State School Officers. The standards provide the framework to prepare K-12 students for college and the workforce.
  - GED administrative staff is currently developing a common core standardized curriculum to reflect the stringent goals of the Common Core State Standards.
- New classes were started at the following locations during FY 11-12
  - Lee County
    - TVRHA Hilldale Apartments
  - Chickasaw County
    - Chickasaw County Regional Correctional Facility
  - Monroe County

        - TVRHA Aberdeen Housing Authority
        - Monroe County Detention Center
- Statistical Data 7/1/2011 – March 9, 2012
    - Adult Education/Basic Skills Enrollment: 1,365
    - Obtained a GED: 344
    - Entered Post-Secondary Education or Training: 160
    - Gained Employment: 162
    - Retained Employment: 111

Scott Blackley, Director
Continuing Education

- Partnered with North Mississippi Medical Center to offer a Youth Nurse Mentorship Program which trained and certified 14 emerging high school seniors as certified nursing assistants. When combined with classes in Tupelo, Monroe County, and Houston, our nursing assistant program successfully produced over 200 candidates ready to enter the healthcare field.
- Provided recertification and BLS CPR training to 593 EMTs, paramedics and other healthcare workers through March 1, 2012.
- Awarded 2070 continuing education units (CEUs) to area K-12 educators by hosting the Summer Institute for Educators in addition to non-credit courses and workshops where CEU credit is available.
- Added a short-term culinary arts training program that prepares students to enter the culinary industry with a foundational knowledge of food safety, handling, storage techniques, experience operating commercial equipment, customer service and team building.
- Offered seventeen new special interest, hobby-related, and culinary non-credit courses that included classes in Italian cooking, ham radio operation, using coupons, investing, genealogical research, landscaping, oil painting, and restoring antique furniture. Over 240 local residents (and counting) have participated in the new classes.
- Hosted a book fair in conjunction with the Christian Appalachian Project, Inc. that provided books and classroom supplies to over 300 faculty, staff, area K-12 educators and the Itawamba County Pratt Memorial Library.

MEC Consortium

- We received a $120,000 grant from the Gilmore Foundation for establishment of 21 century skills lab and ARC provided $240,000 to put the labs in Houston and Pontotoc.

Denise Gillespie, Director
Workforce Development

- The Mississippi Corridor Consortium held its annual Workforce Summit at the ICC Belden Center in February 2012. Over two-hundred workforce professionals and company representatives attended. The two-day event featured presenters from the Manufacturing Extension Partnership, the Mississippi State University Center for Advanced Vehicular Systems, the Mississippi Polymer Institute (University of Southern Mississippi), East Mississippi Community College, Itawamba Community College, Northeast Mississippi Community College and Northwest Mississippi Community College.
- Itawamba Community College and the Mississippi Department of Employment Security hosted job fairs for Auto Parts Manufacturing Mississippi (APMM) and Magnolia Automotive Services. APMM's job fair was attended by over 500 job seekers. These events were held at the ICC Belden Center, which provides a one-stop service center for all workforce training needs.
- Through a National Science Foundation grant, Itawamba Community College is beginning year three of the T.I.M.E. Grant program (Technology Initiative in Manufacturing and Engineering). This year, the program is focused in Monroe County and has twenty-five participants enrolled. The program is designed to enlighten high school juniors and seniors about careers in advanced manufacturing.
- In partnership with Mississippi State University's Research and Curriculum Unit and the Mississippi Community College board, Itawamba Community College assisted Auto Parts Manufacturing Mississippi with a video shown at the grand opening and to the corporate offices in Japan. This video, which featured narration by ICC staff and footage of workforce training classes, was designed to show APMM's long term commitment to its new community and welcome new team members to the automotive industry.
- Deanna Duckworth, of the Workforce Training and Development Team, presented at the Creating Futures through Technology Conference, at a Manufacturing Extension Partnership conference and at the Mississippi Technology Alliance's Conference on High Technology. The presentations showcased a new skills assessment program called Work Check. ICC Work Check is an innovative physical assessment system, which can be tailored to job profiles for individual companies not only providing valuable information to employers about prospective employees but also helping companies save money and get better long-term employees.
- The Workforce Team, in partnership with the Precision Manufacturing and Machining Technology program at Itawamba Community College, can now offer 3D modeling and rapid prototyping services. This new service will enable area companies to more efficiently make changes to existing products, develop new product lines or expand into new product sectors.
- Over 10,000 individuals receive services from the Workforce Team each year. Performance results from the National Strategic Planning and Analysis Research Center show that ICC workforce participants have an

average earnings increase of over $3,500 after receiving workforce training services and an average annual salary of $30,556, which is considerably higher than the overall average for North Mississippi.

Brad Gates, Director
Workforce Investment Act (WIA)

- The ICC WIA Team, in partnership with Three Rivers Planning and Development District, has provided services in the counties of Chickasaw, Itawamba, Lee, Monroe, and Pontotoc by reaching out into the communities that we serve through the local WIN Job Centers. The services provided include Individual Training Accounts, On-the-Job Training, work searches, WorkKeys testing, onsite computer classes, and ABE/GED classes.
- As of February 29, 2012 these centers have served the public as follows:
    - Amory-4,677
    - Belden-20,686
    - Fulton -1079(Part-Time office)
    - Pontotoc-9, 523
    - Houston-5,516
- The On-the-Job Training program has served approximately 252 individuals and 12 companies with $355,000 of reimbursements obligated or paid.
- Individual Training Accounts have been provided in all counties. 122 participants received service through February 29, 2012 with $112,500 being provided in reimbursements.
- Counseling to Career (C2C) was introduced to the service area during this program year. This grant has provided approximately $450,000 to serve area youth with the acquisition of various skills to aid them in becoming more employable. At the completion of five weeks of classroom and smart lab training, participants that complete the program are eligible for paid work experience. Youth services have been provided for approximately 130 individuals with 10 companies serving as host worksites.
- WorkKeys tests have been provided to approximately 1,819 individuals. Credentials earned include: Platinum-1, Gold-201, Silver-947, and Bronze-426. Twelve area employers are participating in the CRC program.

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